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CONTENTS

	Page
B.E.A. breaks more records : comment by L. G. MOSER	363
District Officer—Pooh Bah of the welfare service, by A. W. HAYNES	364
How much do you know about NALGO?	366
New Pensions Bill will benefit L.G.O.s	368
Service conditions news	371
Readers' forum	376
A man called Logan, by WILLIAM BLACK	380
My bookshelf, by LAURENCE WELSH	381
B and O Fund chairman's appeal	381
At random	382
NALGO diary	383
Education notes, by K. S. CARTER	384
Scottish notes, by J. B. ADAM	384

Douglas dispute settled

NALGO has reached what will, it is hoped, prove a final and lasting settlement of its dispute with the Corporation of Douglas, Isle of Man.

As readers of "L.G.S." will recall, the dispute arose out of the decision of the Corporation, last February, to repudiate the local government Charter and to withdraw recognition from the Association. NALGO reported a trade dispute with the object of submitting the issue to arbitration, and the Corporation then applied for an injunction to prohibit arbitration and sought to apply new conditions of service to its officers.

Reinforced by a unanimous resolution of Conference, NALGO strongly resisted these measures. Eventually, after long and difficult negotiations, TIMOTHY HALES, the Association's legal officer, and F. SIGNEY, its North Western district organisation officer, spent three days in the island last month, discussed the position with the Corporation's establishment committee and representatives of the branch, and reached broad agreement on all the main points in dispute. They found the members of the council fully prepared to consider the Association's representations in a friendly and accommodating spirit.

Under the agreement, which was ratified by the full council on November 14, the Corporation agreed to:

Apply the Charter scales in full, including the increases of April 1, 1951 and July 1, 1952;

Accept suitable appeals machinery; and

Apply agreed conditions of service, including holidays and sickness pay.

For its part, NALGO agreed that, when Charter scales are applied, the present grading of posts should be reconsidered. There is justification for this in the fact that

when the old Charter scales were adopted by Douglas in January, 1951, grading was not adequately dealt with. The reconsideration will take place in consultation with MR. SIGNEY, and is subject to a proviso, which the Corporation has agreed, that any officer whose post is regraded into a lower category shall retain his present salary on a personal basis, and that any officer about whose regrading MR. SIGNEY is not satisfied shall have the right to appeal.

The negotiations have been complicated by the facts that Douglas Corporation is neither represented on, nor subject to, the recommendations of the local government National Joint Council, and that conditions and living standards in the Isle of Man are not identical with those in England and Wales. It was therefore impossible to use the National Joint Council appeals machinery, or to justify the rigid application to the island of every detail of the Charter.

In the event, the agreement now reached gives the officers in Douglas conditions closely approaching those laid down in the Charter. Annual leave is to be the same as provided in the Charter for those in the General Division: for those in higher divisions it will be 18 working days plus one additional day, up to a maximum of four, for each completed ten years' local government service. Sick pay will be slightly less generous—ranging from one months' full and two months' half pay during the first two years of service, to four months' full and four months' half pay during the tenth and subsequent years of service. To deal with appeals, it is proposed to have two arbitrators, one nominated by the Corporation and the other nominated by NALGO. Should they fail to agree, a third arbitrator will be appointed, and the majority decision of the three arbitrators will be binding on both parties. General disputes, such as a dispute arising out of a refusal to agree to an application by NALGO for a general salary increase, will be referred to three arbitrators.

It is understood that the Douglas branch of NALGO is well satisfied with the agreement reached. As a result of the agreement, all pending litigation between the Association and the Corporation has been withdrawn, and it is to be hoped that the strained relations of the past few months will give way to that cordial partnership in public service which NALGO has always sought to foster between its members and the councils they serve.

Widows' pensions soon

THE LONG-AWAITED improvements in local government pension provisions are at last within sight. As we record on page 368, the "Working Party" of officers of the Ministry of Housing and Local Government, the associations of local authorities (with the L.C.C.), and NALGO, which has been considering the amendments to the Local Government Superannuation Act first proposed by NALGO in 1948, has now agreed on all main points, and the Government has promised a Bill this session.

The most important amendment is that introducing a

pension for the widow of an officer who dies before or after retirement. Though this widow's pension will be only one-third of that to which her husband would have been entitled, it nevertheless represents a substantial benefit which should go far to relieve the anxieties of the officer—probably in the majority—who, whilst adequately provided for during his own lifetime, cannot, on present salaries, safeguard the future of his widow should he die in harness or without passing a medical examination at retirement.

The agreed amendments include other substantial benefits: a lump sum retiring allowance (which can, if preferred, be converted into additional pension); a short-service gratuity; a death gratuity; an annual injury allowance; and provisions to enable the man who works beyond 65 to earn added pension thereby. The widow's pension can be allocated, if desired, to another dependant, and there are more generous provisions than the 1937 Act contained to empower employing authorities to grant "added years."

Naturally, these and other additional benefits must be paid for. NALGO, with the approval of successive Conferences, has resolutely opposed any increase in the contribution to be made by employees, considering that, with salaries as they are, 6 per cent is as much as the majority can afford. Since the employers were equally determined not to increase their equivalent contribution (often increased by five-yearly deficiency payments), the only way was to reduce the amount of pension. This is to be done by calculating it on the basis of one-eightieth, instead of one-sixtieth, of retiring salary for each year of contributing service, non-contributing service ranking at half this rate. But existing contributors who wish to retain their present benefits instead of entering the new scheme will be allowed to do so.

The non-expert may find some of the provisions outlined in the Working Party's report a little obscure. As soon, however, as the regulations setting out the new benefits are published, we shall try to explain them in simple terms. In the meantime, we beg branches and members not to bombard Headquarters with requests for further details. There will be ample time to learn all about the new benefits before they become law, and if Headquarters is to have to answer a lot of questions now, other and more urgent work must suffer.

Subscription anomalies

RECENT LETTERS to Headquarters, one of which we publish this month, show that some members and branches have been surprised and aggrieved at the result of this year's salary awards on their NALGO subscriptions.

When Conference revised the subscription scale in 1951, it agreed that, in future, subscriptions should be based, in the main, on grades and not, as formerly, on cash amounts. Since, however, grades and grade maxima varied between the different services covered by the Association, it was thought necessary to adopt a rather complicated scale, the first three steps of which were 1s. 8d. a month for members earning up to £280; 2s. 6d. for those earning more than £280 but on a grade with a maximum below £440 (i.e. the General Division or its equivalent); and 3s. 4d. for those earning more than £280 but on a grade whose maximum fell between £440 and £550 (i.e. male Clerical grades and A.P.T. I to III in local government and their equivalents in other services).

The local government salary award raised the maximum

of the General Division for men from £425 to £450, and the salary of the officer aged 22 from £270 to £285. As a result, all male General Division officers above the age of 22 now fall into subscription grade 3 and, because they are on a grade whose maximum is between £440 and £550, must pay 3s. 4d. a month. For most, this means an increase of 10d. (or 2½d. a week)—from 2s. 6d. to 3s. 4d.—but for the man of 22, who formerly paid 1s. 8d., it means an increase of 1s. 8d., making his subscription, on a salary of £285, the same as that of the man at the top of A.P.T. II. For men in the General Division, therefore, the 2s. 6d. scale has, in effect, been automatically abolished.

Awards in other services have created parallel anomalies, and introduced some fresh ones. In the electricity service, for example, the General Clerical Grade is divided into two classes, A and B, the first with a maximum of £375 at 26 and the second with a maximum (now) of £450, with progression from one to the other subject to an efficiency bar. Since, however, the subscription scale does not recognise efficiency bars, the man in Class A must now pay 3s. 4d. although, should he fail to jump the bar, he may never get to £450.

"25s. for 1s. 8d."

Some members affected by these anomalies are expressing resentment. Arguing that it was the intention of Conference, in the words of the Adaptation report, that "The turning points of the subscription rates should have reference to maximum grade salaries and not to arbitrary cash amounts," they have urged that the scale should be amended forthwith, raising, for example, the maximum on which scale 2 is based from £440 to £450, so that the General Division man would continue to pay his 2s. 6d. One or two branch treasurers are reporting difficulty in collecting subscriptions at the new rates and even threats of resignation.

Both the Association's Finance Committee and the National Executive Council have considered this problem. Whilst recognising the anomalies and sympathetic towards the complaints to which they have given rise, both felt that the anomalies were inherent in the subscription scale as approved by Conference and that any remedial action could be taken only by Conference.

The N.E.C. has the duty of examining the subscription scales when the Association's finances for the current year are under consideration and when details hitherto unavailable can be taken into account preparatory to the submission of any motion to the next Conference.

In the meantime, members affected by the anomalies are asked to reflect that, after all, they do result from an increase in salary—not much, perhaps, but a good deal more than the extra subscription to which it gives rise. Lloyd George justified the National Health Insurance Act of 1912 on the ground that it was giving "ninepence for fourpence." NALGO membership offers better value than that. Even the General Division officer of 22, upon whom the anomaly bears most harshly, is getting, as a result of NALGO action, 25s. a month more pay for his 1s. 8d. a month more subscription, whilst those in the higher ranges of the General Division are getting between 33s. 4d. and 41s. 8d. a month for the extra 10d. they have to pay.

"It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association."

B.E.A. breaks more records

With productivity well above and price increases well below the national average, the British Electricity Authority has had a good year. But there are clouds ahead, writes L. G. MOSER, in his comment on its annual report.

LAST YEAR was a period "of steady progress . . . of some new high records . . . and some new low records," said ERNEST LONG, the British Electricity Authority's secretary, when introducing its annual report for 1951-52 at a recent meeting of the National Joint Advisory Council.

One need not look beyond the first few of the 271 pages of the report to confirm that new high records were reached. For example, the 59,250 million units of electricity generated represented an increase of 6.6 per cent over the previous year, and 41.7 per cent over the year before nationalisation. Sales of electricity to consumers amounted to 50,400 million units—8.2 per cent more than in the previous year and over 40 per cent more than in the year before nationalisation. Consumers increased during the year by 426,000 to 13½ million—about 1½ million more than at vesting day. The output capacity of the Authority's 293 power stations at March 31, 1952, was 14,214,000 KW, an increase of 7.4 per cent compared with a year earlier, and the new generating-set and boiler capacity brought into service during the year was much more than that installed in any previous year. Despite the need to retain fairly old and relatively inefficient plant to meet demand, the average thermal efficiency of the Authority's steam power stations has risen from 20.86 per cent in 1947-8 to 22.04 per cent in 1951-2.

A less pleasing high record was the average price of 1.22d. per unit received for electricity. This was 7.7 per cent above the price for 1947-8 and 16.2 per cent above that for 1938-9. These figures must, however, be considered in relation to the prices of other services and commodities. In the words of the Report, they are "very much less than the price increases for practically all other commodities and services, and very much less than the price increases which the Authority and the Area Boards have to pay for coal, plant and equipment, civil engineering works, buildings and materials, and goods of all kinds."

Mr. Long, although not sure whether the electricity supply industry easily lent itself to an assessment of productivity for the Central Authority only, prepared some index numbers comparing the first year after nationalisation with the last year, to get some measure of the progress over three years. The index figures for 1951-2 (1948-9=100) were:

Installed capacity of generators	119
Output of electricity (units sold)	128
Index of industrial production from all industries	117
Average number of employees (Central Authority only)	114
Units of electricity sold per employee	113
Capital investment	156
Operating revenues	142

In the same period, the number of employees per

megawatt fell from 3.23 to 3.09, and capital investment per employee increased from £9,000 to £12,000.

These indices suggest that, in terms of increased productivity, the industry is well above average, and Mr. Long thought that the increased capital investment probably provided the main key.

At least one of the low records, however, gives serious food for thought. The combined revenues of the Authority and the Area Boards exceeded their combined expenditures "properly chargeable to revenue account" by only £2,918,837 compared with £6,327,177 in 1950-1, £7,163,236 in 1949-50, and £4,391,684 in the first year. It can, of course, be argued that, under the Electricity Act, the Authority is charged only with the duty to secure that these combined revenues "taken together are not less than sufficient to meet their combined outgoings . . . taking one year with another" and that so far the provisions have been more than satisfied each year. A margin of less than £21 million (including £5.8 million placed to taxation reserve)—equal to only 0.5 per cent per annum of capital—can, however, hardly be considered adequate in an industry with an annual expenditure exceeding £260 million, and whilst it is true that the last tariff increases have not operated throughout the year, it is also true that costs have continued to rise since those increases were decided. It is significant that the six Area Boards which showed a surplus on the year could not between them make up the combined deficiencies of the other eight Boards. Unless rising costs are halted, it is difficult to see how further tariff increases can be avoided if the industry is to pay its way.

There is cause for concern, too, in that, satisfactory though the overall increase in unit sales may have been, the rate of increase in the second half of the year was less than in the first half. Moreover, this trend has continued into the current year, and sales during the first half of 1952-53 were slightly less than the year before. It may well be that, during the current year, the industry will have to decide whether to budget for a loss, rather than to risk reduced sales due to further price increases which would themselves be a burden on industry generally.

Lord Citrine, at the recent N.J.A.C. meeting, emphasised that the advisory machinery was created both to promote and encourage the welfare of employees and to promote means by which they could contribute to the greater efficiency of the industry. He hoped that the second aspect would assume even greater importance as time went on. Local advisory committees had increased their activities during the past year and he hoped that a real effort would be made to help not only with the general problems of relationships within the industry, but also with its overall efficiency. It is to be hoped that Boards' representatives, as well as employees' representatives, will take full heed of his words.

District Officer—Pook Bah of the welfare service

"The black and white notes from which I derive the chords and octaves of my work are the sharps and flats of human emotions and human problems"

by ALFRED H. HAYNES, F.W.I.*

CALLED OFF the bowling green once again during an evening match, I couldn't help hearing the skip ask "What exactly is his job?" Now that I've taken up my pen to answer that question, I find that it isn't easy. I could, of course, say that I am a district officer and leave it at that. But most people, hearing that title, think of colonial territories, African game preserves, and so on whilst I—well, my job is welfare. Plus administration. Plus personnel management. Plus accountancy. Plus a good many other things. But I'd better start from the beginning.

First and foremost, I am a welfare officer. Four years ago I was a relieving officer. Indeed, many people seem to think that I am still a relieving officer, with the result that my office is a clearing house for social problems. More surprising, even, than the variety of these problems is the ignorance of the public. I still find it hard to believe that people do not know that family allowances are dealt with by the Ministry of National Insurance and have never heard of the National Assistance Board.

To these people I act as signpost. But this function is only incidental to the real welfare job for which my office was established by the county health department. Let me start with old people—not because the problems of their juniors are less important, but because, time and again, it has been brought home to me that loneliness in old age is not merely pathetic, but is a great social evil. Only a few weeks ago, a wizened old man of 73 showed me the rope with which he intended to hang himself; and I shall never forget H.F., whom I found on the stairs, the blood still streaming from the gash in his throat.

Strictly speaking, it is only the old people in need of a home with whom I am concerned. But the fact that I am closely associated with the domestic help organiser and the doctors, and am the department's representative on local Old Peoples Welfare Committees, makes the welfare of the aged a tremendously important part of the job.

Next on the list comes the provision of temporary accommodation for families made homeless by fire, flood, or eviction. The recent Lynmouth flooding emphasised the responsibility that can suddenly be thrust upon a district welfare officer. But floods and fires are, fortunately, exceptional. Commoner is the single family

just repatriated from abroad or evicted from their home. And the problem of a single family, especially where there are several children, can be difficult. Welfare of the homeless includes not only the provision of shelter, food, and clothing, but the family's rehabilitation too. In satisfying the needs of today, the district officer must think also of the problems of tomorrow. Moreover, since the duty to provide temporary accommodation involves reliance on other statutory agencies, he must establish good relations with officers of related services.

My welfare functions extend far beyond the aged and the homeless. I did not learn deaf and dumb sign language merely to practise with the boy scouts! I must understand the needs and problems of the physically handicapped—the blind home workers, whose needs have to be ascertained; hospital patients, whose properties have to be looked after; T.B. patients needing extra nourishment; mental defectives to be supervised; chronic sick patients to be interviewed on behalf of the Hospital Management Committee. Moreover, because of his knowledge of community needs, the district officer is invited to serve on local voluntary welfare committees and organisations. Most of these hold their meetings in the evenings; add to the time spent in attending them the hours devoted to urgent problems arising after the office has closed, and it will be seen that



* Mr. Haynes is a District Officer in the Health department of Kent County Council.

Kentish district officers and their assistants learn how to say "mother" in the deaf and dumb alphabet sign language during a course of training to enable them to converse with some of the 700 deaf people in the county who may need their aid.

the only time when a district officer can consider himself really off duty is when he is on annual leave.

The telephone in my house has become the dominating factor in my private life. There is a sadistic maliciousness in its ring, especially during the evening or the small hours; so completely am I under its thrall that I can never put a foot outside the door without telling my wife or the operator how and where I can be reached. Sometimes, the calls are to help homeless families. More often, they are about mental patients for whom, as a duly authorised officer under the Lunacy and Mental Treatment Acts, I have statutory responsibilities.

Nerve-racking moments

It would be untrue to say that I enjoy this part of my job, which involves the removal, sometimes forcibly, of mental patients to hospital: and only my wife knows the difficult road I had to travel before I could regard this work as routine. Yet it is satisfying to see so many of the hundreds I have taken to mental hospital returning, weeks or months later, as normal men and women: and the feeling that I have played a part in setting them on the road to recovery compensates for those nerve-racking moments with violent patients.

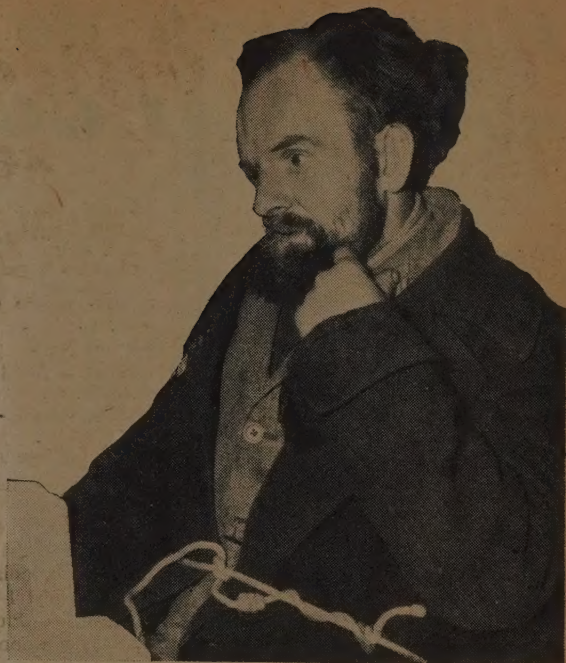
The job has other dangers. Most of the 140,000 people in our mental hospitals are detained there under orders obtained by duly authorised officers. If any has a right of action for illegal removal and disturbance of personal freedom, it is the duly authorised officer, not his employing authority, who is sued and is liable to damages.

"What is to be done," asked an Attorney General a hundred years ago, "when solid grounds for suspecting the existence of the malady of insanity appear? Treated in one way, the patient (if in truth a sane person) may be excused for considering himself outraged. Treated in another, he may, if insane, commit enormous and fatal extravagancies for which not himself, but those who should have restrained him, should have been deemed answerable. Surely the protection of men having to perform a public duty ought to be the subject of provision by the law, as careful and complete as may be consistent with the rights of the individual complaining that he has been erroneously treated." Those words are as true today as when they were uttered.

Administration, too

My job, therefore, is welfare—plus administration. It may seem strange that a field officer should be concerned with administrative matters. That is because I am a local officer. When, before July 5, 1948, my county council considered how it should carry out its responsibilities under the National Health Service Act, it decided to make the fullest possible use of men on the spot. As a result, I am the administrative officer in charge of two main county ambulance stations with 12 ambulances, five cars for sitting cases, and a staff of 30. It is for me, therefore, to authorise "sitting case journeys," to arrange journeys by rail, to control staff, to co-ordinate the work, to supervise maintenance, and to check records; work which is constantly increasing. The efficiency of the ambulance service depends primarily on the qualities and efficiency of the driver-attendants, and it is for this reason that I include personnel management and the building up of good employer-employee relationships as an essential part of the job.

The ambulance service is provided free to those who use



The King of the Tramps—one of the interesting types dealt with by a district officer. Converted to Catholicism, he had had audiences with the Pope, worked his way across Europe, sleeping in Monasteries, and was finally repatriated as a destitute British subject. A self-educated man, his mission in life was said to be the reclamation of the young Irish tramp. His books of press cuttings from newspapers all over Europe established him as the King of the Tramps, and his knowledge of the vagrancy laws was so vast that he had produced "a Tramps' Charter."

it. But some contribution is normally expected from users of other services, such as domestic helps and recuperative homes, and for meals supplied at day nurseries. The amount of this contribution varies with the circumstances of the user, and it is my job to inquire into these circumstances, to fix the charge to be made and, where desired, to collect it.

Many other tasks fall on the district officer, some of them incapable of definition. How can I describe, in simple words, what is meant by "acting as the representative of the department in connection with inquiries made by other services"? What words can I use to make clearer my function "to assist any section of the health department as required"? I can only repeat that, first and foremost, I am a welfare officer. The black and white notes from which I and my fellow district officers derive our chords and octaves are the sharps and flats of human emotions and human problems; our job is welfare—plus administration; plus personnel management; plus accountancy; plus a good many other things.

Although every county and county borough council has the same functions, not all have established district offices, and not all local welfare officers do the same work. Administrative arrangements vary and what I have written, therefore, describes my own job only, not that of each of my colleagues.

To help me, I have a small but efficient staff; the authority provides me with a car and a telephone in my home. Oh, yes, there is something else; something so small that I had almost forgotten it—my salary. A.P.T. IV!

How much do you know about NALGO?

HOW MUCH do you know about NALGO, its history, personalities, policies, and achievements? How carefully do you read "L.G.S."?

This quiz will help you test your knowledge. Every question in it has been answered in "L.G.S." this year.

For most of the questions, three possible answers are given. All you have to do is to select what you think is the correct answer and check your selection against the answers on page 379.

Example:

9. NALGO is a

1. Registered trade union.
2. Certificated trade union.
3. Friendly society.

Certificated trade union is the correct answer; therefore number 2 has been printed opposite 0 on the list of answers.

Maximum score is 47. This scale will tell you where you stand:

- Under 10—Ignorant
 10—20 —Poor but average
 21—30 —Fairly well informed
 31—40 —Good enough for branch office
 41—47 —You should be on the N.E.C.

GENERAL

1. NALGO will soon celebrate a notable anniversary. It was formed in:

1. 1894.
2. 1905.
3. 1916.

2. NALGO President for 1952-53 is:

1. Lewis Bevan.
2. J. H. Warren.
3. W. Strother.

3. There are 704 trade unions in Britain. If they were listed in order of size, NALGO would be:

1. 84th.
2. 8th.
3. 125th.

4. NALGO's official membership on October 31, 1951, was:

1. 197,056
2. 301,263
3. 212,158

5. NALGO's war memorial is a convalescent home. It is:

1. Cyprus Lodge, Lytham St. Annes
2. NALGO House, Matlock
3. Knole Lodge, Bournemouth

6. Making his first appearance as the Association's honorary treasurer this year was:

1. J. H. Robinson, city treasurer, Leeds.
2. J. Ruscoe, city treasurer, Bradford.
3. G. R. Ashton, clerk and chief financial officer, Keynsham.

7. NALGO's Benevolent and Orphan Fund was "in the red" last year to the tune of:

1. £15,322.
2. £6,764.
3. £2,308.



8. "Cefn-y-Mynach," the name of NALGO's private hotel at Rhos-on-Sea, N. Wales, means:

1. Behind the Monastery.
2. Home of Monarchs.
3. Among the Mountains.

9. Every year, hundreds of NALGO members spend their holidays at the Association's two holiday centres at:

1. Filey, and Colwyn Bay.
2. Torquay, and Skegness.
3. Croyde, and Cayton.



10. The district contributing the highest average amount per member to the Benevolent and Orphan Fund last year was:

1. N. Eastern.
2. Metropolitan.
3. W. Midland.

11. The most-read feature in "L.G.S." is:

1. Readers' forum.
2. Service conditions news.
3. At Random.

12. The rising proportion of old people in Britain raises the question of later retirement. NALGO's policy is to:

1. Favour later retirement, with higher pensions.
2. Oppose extension of the compulsory retiring age from 65 to 70.
3. Oppose all working after retirement age.

LOCAL GOVERNMENT

13. The last pay award was decided by the:

1. Industrial Court.
2. National Joint Council.
3. Industrial Disputes Tribunal.

14. Of the 30 seats on the staff side of the local government National Joint Council NALGO holds:

1. All.
2. 23.
3. 14.

15. Of the 30 seats on the staff side of the National Joint Council, professional and technical organisations hold:

1. Nil.
2. 7.
3. 14.

16. A ruling by the Lord Chief Justice in January, 1952, established NALGO's right to:

1. Sue a local authority which refuses to adopt the Charter.
2. Declare industrial disputes with councils on individual cases of unfair grading.
3. Recruit solicitor's clerks into membership.

17. A notable change in the Scottish salary system was made when the last salary increase was agreed in April. It was the:

1. Merging of the General and Higher divisions.
2. Introduction of



equal pay for all employees over 21 years of age.

3. Abolition of the grouping system.

18. Revised motor car allowances last April allowed most officers using their own cars on official business an extra:

1. 3d. a mile.
2. 1½d. a mile.
3. 1d. a mile.

19. Only local authority to apply the principle of equal pay for equal work to all grades of staff so far is:

1. London County Council.
2. Douglas Corporation, I.O.M.
3. Durham County Council.

20. Chief officers have had cause to thank NALGO recently for:

1. Obtaining longer holidays for officers over 45 years of age.
2. Winning nine disputes with individual authorities refusing to pay recommended higher salary scales.
3. Insisting on the appointment of deputies in all places where population exceeds 10,000.



21. The average weekly cost of local government services to each citizen during 1951-52 was:

1. 2s. 6½d.
2. 4s. 3½d.
3. 2s. 10½d.

22. Professor W. J. M. Mackenzie made students at the NALGO Oxford summer school sit up when he declared:



1. They were wasting their time in the public service.
2. Local government was dead and would be replaced within 20 years by a centralised system.

3. All trading should be subject to municipal control.

23. Of all candidates for the last Local Government Examinations Board Clerical examinations, 54 per cent passed. The percentage of NALGO Correspondence Institute students passing was:

1. 81%.
2. 47%.
3. 92%.

ELECTRICITY

24. Education, training, efficiency, safety, health and welfare of electricity staffs are discussed in the:

1. National Joint Standing Committee.
2. National Joint Advisory Council.
3. National Joint Council.

25. "Efficiency demands an attitude of mind which, given the appropriate tools, knows how to use them to the best advantage." This was said at the first weekend school for electricity staffs last May by :

1. H. J. Randall, C.B.E., chairman of the London Electricity Board.
2. L. W. G. Hetherington, N.E.C., and chairman of the National Consultative committee.
3. A. L. Burnell, secretary, S.E. Electricity Board.

26. From 27,308 million units in 1941, electricity sales increased in 1951 to :

1. 61,864 m. 2. 33,622 m. 3. 50,400 m.

GAS

27. An important decision in service conditions was agreed in the National Joint Council last March. It was :

1. A salary increase.
2. A revised overtime bonus scheme.
3. Special scales for shorthand-typists.

28. Administrative and clerical staff working on bank or statutory holidays are entitled to :

1. Pay at time and a half.
2. Time off in lieu.
3. A Christmas bonus.

29. Ballot held among senior officers to show whether or not they wanted their salaries and service conditions negotiated in the Senior Gas Officers' Joint Council revealed :

1. Majority did.
2. Majority did not.
3. Too few returns to indicate.



30. From 1,725 million therms in 1941, gas production increased in 1949 to :

1. 2,604 m. 2. 4,175 m. 3. 3,009 m.

TRANSPORT

31. Greatest obstacle to improved salaries for company staffs is :

1. Apathy of members.
2. Lack of national negotiating machinery.
3. Non-cooperation from other unions.

32. Galling but challenging is the B.E.T. managers' refusal to :

1. Negotiate pay agreements for salaried staff.
2. Allow salaried staff to join a union.
3. Provide canteens for salaried staff.

HEALTH

33. Of the nine functional councils, NALGO is represented on :

1. Four. 2. Six. 3. All.

34. One of the functional councils has agreed salary scales for all classes of officers within its scope. It is :

1. Professional and Technical "A."
2. Professional and Technical "B."
3. Nurses and Midwives.

35. Action needed to restore health officers' confidence in joint negotiation, said Conference delegates, was :

1. To safeguard interests of officers declared redundant.
2. To review and reform the Whitley machine.
3. To initiate new salary proposals.

36. Lecturers at Eastern district's weekend school for health staffs in June agreed that there should be :

1. A reduction in insurance contributions.
2. More attention to preventive rather than curative medicine.
3. Democratic election of management committees.

PERSONALITIES



37. L. Bevan



38. C. J. Newman



39. J. H. Warren



40. J. E. N. Davis

These four people have either said or written during the past year one of the statements given below. Who said which ?

1. The whole conception of Whitleyism is discussion and compromise.
2. Local government is in a declining state of health and can only be saved by radical reform.
3. I want more education for local government officers—but of the right kind.
4. Beware the fury of a patient man.
5. The local government service . . . is almost entirely the product of staff organisation.
6. We prefer the force of argument to the argument of force.

ANCILLARIES

41. A profitable means of investment for members and their friends is the NALGO Building Society. Present annual interest rate on shares (income tax paid) is :

1. 2½%. 2. 2¾%. 3. 2%.

42. The current assets of the NALGO Building Society are over :

1. £6,500,000. 2. £12,353,000.
3. £8,000,000.

43. LOGOMIA—NALGO's Insurance Department—last January reduced its annual premium rates on new non-profit life assurances by :

1. 1s.%. 2. 2s.%. 3. 1s. 9d.%. 4. 1s. 6d.%. 5. 1s. 3d.%. 6. 1s. 0d.%. 7. 1s. 6d.%. 8. 1s. 3d.%. 9. 1s. 0d.%. 10. 1s. 6d.%. 11. 1s. 3d.%. 12. 1s. 0d.%. 13. 1s. 6d.%. 14. 1s. 3d.%. 15. 1s. 0d.%. 16. 1s. 6d.%. 17. 1s. 3d.%. 18. 1s. 0d.%. 19. 1s. 6d.%. 20. 1s. 3d.%. 21. 1s. 0d.%. 22. 1s. 6d.%. 23. 1s. 3d.%. 24. 1s. 0d.%. 25. 1s. 6d.%. 26. 1s. 3d.%. 27. 1s. 0d.%. 28. 1s. 6d.%. 29. 1s. 3d.%. 30. 1s. 0d.%. 31. 1s. 6d.%. 32. 1s. 3d.%. 33. 1s. 0d.%. 34. 1s. 6d.%. 35. 1s. 3d.%. 36. 1s. 0d.%. 37. 1s. 6d.%. 38. 1s. 3d.%. 39. 1s. 0d.%. 40. 1s. 6d.%. 41. 1s. 3d.%. 42. 1s. 0d.%. 43. 1s. 6d.%. 44. 1s. 3d.%. 45. 1s. 0d.%. 46. 1s. 6d.%. 47. 1s. 3d.%. 48. 1s. 0d.%. 49. 1s. 6d.%. 50. 1s. 3d.%. 51. 1s. 0d.%. 52. 1s. 6d.%. 53. 1s. 3d.%. 54. 1s. 0d.%. 55. 1s. 6d.%. 56. 1s. 3d.%. 57. 1s. 0d.%. 58. 1s. 6d.%. 59. 1s. 3d.%. 60. 1s. 0d.%. 61. 1s. 6d.%. 62. 1s. 3d.%. 63. 1s. 0d.%. 64. 1s. 6d.%. 65. 1s. 3d.%. 66. 1s. 0d.%. 67. 1s. 6d.%. 68. 1s. 3d.%. 69. 1s. 0d.%. 70. 1s. 6d.%. 71. 1s. 3d.%. 72. 1s. 0d.%. 73. 1s. 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New Pensions Bill will benefit L.G.O.s

AT LEAST there is some hope of early introduction of the improvements in the Local Government Superannuation Act—including pensions for widows—which NALGO has been seeking since 1948.

As the Queen announced in her speech opening Parliament last month, the Government is to introduce a Bill to amend the Acts during the present session. Final agreement on the main provisions of the Bill was reached at a meeting, on November 11, of the Working Party of representatives of the Ministry of Housing and Local Government, the Associations of Local Authorities, the Metropolitan Boroughs Standing Joint Committee, and NALGO.

After the meeting, the Working Party issued the statement below, outlining the main amendments which have been agreed. A few minor amendments are still under discussion, but the list includes all the main points.

It should be emphasised that, whilst these will apply to all new entrants to the service after the Bill has become law, existing contributors to the superannuation fund will have the option to retain their present benefits.

Provision for the new benefits will be made by Regulation. Until this is done, members are asked not to write to Headquarters (nor, of course, to the Ministry) for more detailed information.

Annual pension

1. A contributory employee to be entitled on ceasing to be employed by an employing authority to receive an annual pension if either:

(a) he has completed ten years service and is incapable of discharging efficiently the duties of his employment by reason of permanent ill health or infirmity of mind or body; or

(b) he has attained the age of sixty years and completed forty years service; or

(c) he has attained the age of sixty-five years and completed ten years service.

2. The scale of pension paid to a contributory employee shall be:

(a) in respect of each year of contributing service, 1/80th of his average remuneration;

(b) in respect of each year of non-contributing service, 1/160th of his average remuneration;

(c) subject to a maximum of 45/80ths;

(d) the minimum pension for a person retiring by reason of permanent ill health to be 20/80ths of the average remuneration or such smaller fraction as he would have received had he

continued to be a contributory employee until the age of 65.

Retiring allowance

1. A contributory employee to be entitled on ceasing to be employed by an employing authority to receive a lump sum retiring allowance if either:

(a) he has completed ten years of service and is capable of discharging efficiently the duties of his employment by reason of permanent ill health or infirmity of mind or body; or

(b) he has attained the age of sixty years and completed forty years service; or

(c) he has attained the age of 65 years and completed five years service.

2. (a) Scale of retiring allowance to be 3/80ths of the average remuneration in respect of each year of contributing service; and 3/160ths in respect of each year of non-contributing service; subject to a maximum of 135/80ths, except that

(b) for a married male officer, in respect of whose service a widow's pension may become payable, the amount of the allowance shall be the aggregate of 1/80th of his average remuneration in respect of each year of contributing service and 1/160th of his average remuneration in respect of each year of non-contributing service;

(c) a contributory employee to whom no pension is payable shall get the amount of his contributions, together with compound interest thereon, by way of retiring allowance, if that is greater than the retiring allowance that he would otherwise get.

Short service gratuity

A contributory employee who has completed five but less than ten years service and who ceases to be employed through incapacity to discharge efficiently the duties of his employment by reason of permanent ill health or infirmity of mind or body shall be entitled to receive from the superannuation fund a short service gratuity of a sum equal to the amount of his average remuneration. Provided that if the employee is also entitled to a retiring allowance, the short service gratuity shall be reduced by the amount of that allowance.

Death gratuity

1. Where a contributory employee dies and at the date of his death had completed five years service, his personal representative shall receive from the superannuation fund a death gratuity of a sum equal to

3/80ths of his average remuneration in respect of each year of contributing service and 3/160ths in respect of each year of non-contributing service (subject to a maximum of 135/80ths), or the amount of his contributions with compound interest, or an amount equal to his average remuneration, whichever is the greatest except that

2. in the case of a person in respect of whose death a widow's pension is payable under these provisions, the amount of death gratuity shall be 1/80th of the average remuneration for each year of contributing service and 1/160th for each year of non-contributing service.

3. A similar death gratuity to that in (1) above shall be paid to the personal representatives of a person who dies after having become entitled to a pension or retiring allowance or injury allowance or short service gratuity under these provisions except that there shall be deducted from the death gratuity a sum equal to the aggregate amount of any payment made on account of the other benefit or benefits.

Widow's pension

1. The widow of a person who is entitled to a pension or an injury allowance, or the widow of a contributory employee who had completed not less than ten years service shall be entitled to receive from the appropriate superannuation fund an annual widow's pension, except that

(a) No pension shall be payable where the marriage takes place after the date on which the husband became entitled to the pension or injury allowance or would have been entitled to a pension on ceasing to be employed had he in fact retired.

(b) No pension shall be payable where the wife is herself entitled to a pension under the Act or became so entitled on the death of her husband or has sufficient age and service to entitle her to a pension under the Act if she in fact retired.

(c) No pension shall be payable where the husband and wife are judicially separated.

(d) A widow's pension shall cease to be payable to a widow if she remarries or in respect of any period during which she is cohabiting with a man as his wife.

2. The amount of the widow's pension shall be one-third of the pension or injury allowance which the contributory employee was receiving or of the pension which would have been payable to him had he been entitled to a pension on the date preceding his death.

3. If on the remarriage or death of a widow to whom a widow's pension has been payable the aggregate amount of the payments made to her, her husband, or her husband's personal representative by way of any benefit under these provisions is less than the amount of the death gratuity which would have been payable in respect of the death of her husband had no widow's pension been payable, the

should be paid to her or her personal representatives a sum equal to the deficiency.

Conversion of lump sum benefit

A person who is entitled to a lump sum benefit on retirement may within one month before he retires opt to have that lump sum converted instead into an annual pension for life.

Additional benefit to existing contributory employees who come under the new benefits

The lump sum benefits payable in respect of any existing contributory employee shall be increased by such amount as the Government Actuary certifies is actuarially equivalent to the cover for the various lump sum benefits and widow's pension which the employee did not have during his service before the appointed day. Compare Regulation 29 of the National Health Service (Superannuation) Regulations, 1950.

National Insurance modifications

The Minister to have power by regulations to apply National Insurance modifications to the contributions payable and benefits received under this Act.

[It should be noted that the widow's pension of one-third is not itself subject to National Insurance modification and is calculated on one-third of the employee's pension before any such modification.]

"Average remuneration" is to be the annual average of the remuneration received in respect of service rendered during the three years immediately preceding the date when the employee ceases to hold the appointment. Provision also as in provisos (b) and (c) of subsection (5), and subsections (6) and (7) of S.8/1937.

Existing contributory employees to have the right to retain existing benefits

(a) "an existing contributory employee" for the purpose of this provision is:

- (i) a person who is a contributory employee on the appointed day;
- (ii) a person who although not a contributory employee on the appointed day has been a contributory employee and again becomes a contributory employee after the appointed day and without a disqualifying break of service. (This will be 12 months in a normal case.)

(b) The benefits mentioned above shall not apply to an existing contributory employee if within 6 months from the appointed day (or if he is not a contributory employee on the appointed day within three months of his again so becoming a contributory employee, whichever is the later), he makes application in writing to the employing authority that these benefits shall not apply to him, in which event he shall be entitled instead to the benefits to which he would have been entitled under Section 8 of the 1937 Act.

Retrospection

There is to be retrospective application in respect of persons retiring on and after the 1st October, 1950, or dying on or after that date while still in service. A man who has already retired and is still alive on the coming into force of the new Act and Regulations is to have the opportunity then to opt for the new benefits in which event his pension, etc., will be adjusted accordingly. A man who dies on or after the 1st October, 1950, while still in service or who had retired on or after the 1st October, 1950, and then dies before the coming into force of the new Act and Regulations is to be assumed to have opted for the new benefits unless there is evidence to the contrary, i.e. unless he has allocated under Section 9 of the Act of 1937; and in such case a widow's pension to be payable once the new Act and Regulations come into operation, but to be back-dated to the date of the man's death.

There is to be no retrospective application in the case of bachelors.

Persons at present under Parts III and IV of the National Health Service (Superannuation) Regulations, 1950

1. Employees on the medical and nursing staff of local health authorities or within such a class or description of persons as the Minister may designate, after consultation with Associations of Local Authorities appearing to him to be concerned, to have the new benefits except that they shall have the right to retire at age 60 after ten years service.

[This will in effect continue the existing provisions of Regulation 47(1)(a) and (b) of the National Health Service (Superannuation) Regulations, 1950.]

2. The new benefits to apply automatically to all those who at present come under the benefits of Parts III and IV of the National Health Service (Superannuation) Regulations with the difference only that they will retain the right to retire at age 60 after ten years service.

3. A person who opted in 1948 to retain his existing rights instead of coming under Parts III or IV of the National Health Service (Superannuation) Regulations to have now an option to come under the new provisions.

Injury allowance

1. Where a contributory employee ceases to be employed in consequence of his being permanently incapacitated by an injury sustained by him in the actual discharge of his duty and specifically attributable to the nature of his duty, or by disease which he has contracted and to which he was exposed by the nature of his duty, he shall be entitled to receive from the superannuation fund an annual injury allowance of such amount, not exceeding two-thirds of his average remuneration, as the authority by whom he was employed consider reasonable, having regard to all the circumstances of the case.

2. If such a contributory employee as is mentioned in the paragraph above dies

as a result of the injury or disease, there shall be paid out of the superannuation fund to his widow such gratuity or annual pension as the authority by whom the employee was employed consider reasonable, having regard to all the circumstances of the case.

3. This provision will replace S.11(2)/1937. It will be necessary to provide also that where, as a result of the exercise by an employing authority of its powers under these provisions, the benefits paid to the employee or his widow are greater than would otherwise have been payable under the provisions of the Act and the regulations made under them, then the employing authority shall pay to the superannuation fund the amount of the excess.

4. This provision to apply also to those who opt to retain their existing conditions.

Up-grading of non-contributing service

1. An employing authority may, when any benefit other than a return of contributions becomes payable to or in respect of any employee, resolve that, in calculating that benefit, any period of non-contributing service should reckon as contributing service, provided that any extra charge resulting from any such resolution by an employing authority shall be repaid to the superannuation fund by that authority.

2. A corresponding provision to enable a contributory employee to make additional contributory payments of such amount and in such a manner as may be prescribed to enable any period of non-contributing service to reckon as contributing. The provision also to provide that any person who is at present buying in non-contributing service at some higher fraction shall be deemed instead to be buying in a proportionately reduced period as contributing service.

Added years

A provision on the lines of Section 7 of the Westminster City Council (Superannuation and Pensions) Act, 1909. [This is to cover officers whose later entry into the service is due to a prolonged period of training for professional or other special qualifications.]

Allocations

Section 9 of the Act of 1937 to be extended so that:

- (a) allocations can be made to a dependant other than a spouse.
- (b) an employee who would be entitled to a superannuation allowance if he ceased to be employed to be entitled to allocate without in fact retiring.

Forfeiture of rights

Section 24 of the Act of 1937 to be amended to provide for forfeiture of rights at the discretion of the local authority in cases of offences of a fraudulent character or of grave misconduct committed by the employee in connection with the performance of his duties or otherwise in

(Continued at foot of next page)

Gadflies, signposts—and men in a rut

IS THE PUBLIC losing its control of the public services? Should we do more to guide the citizen through the "administrative maze" of modern legislation? Is it good for the public servant—and for his service—to spend his whole working life in the same spot?

These were the questions put at a series of "panel discussions" arranged by the Institute of Public Administration in October and November.

Replying to the first, in its application to central government, D. WALKER-SMITH, M.P., suggested that parliamentary debates on estimates and matters of administrative detail, and the work of the public accounts and estimates committees, provided reasonable democratic control. L. J. CALLAGHAN, M.P., questioned this optimistic view. He put more faith in parliamentary questions and in letters to Ministers and M.P.s.

JAMES MACCOLL, M.P., commended the incursion of the ordinary member as a kind of "venomous insect"; one did not know where he would sting, and he kept the civil service on its toes. The trend to deprive local authorities of their powers should be reversed, he suggested,

by giving them new duties, such as representation of local interests in relation to the nationalised industries or some of the functions of government agencies in their areas.

No one urged closer control of day-to-day administration of the nationalised undertakings by any external authority, but the strengthening of the consumers' organisations was generally favoured.

Citizens in a maze

Mr. Walker-Smith suggested that the power of the minister to give "directions" on major policy and the periodical parliamentary debates on the general conduct of each industry's affairs could well be supplemented by some machinery for raising matters on the "gadfly" principle.

Urging the need, in the second session, for more effective signposts for the citizen, SIR ROBERT FRASER, director-general of the Central Office of Information, said that a good and stable society depended on the harmonious co-operation of its parts.

DOUGLAS HOUGHTON, M.P., described the existing apparatus for dealing

with citizens' inquiries about government activity. It included the numerous departmental offices, the booklets they publish, the public relations officers (who, he said, had done more than most people realised), as well as unofficial agencies like the press (effective only when the matter to be publicised had "news value"), the wireless, trade unions and trade associations, and citizens' advice bureaux.

Of the citizens' advice bureaux, MISS K. M. OSWALD, their national secretary, said that they represented a partnership between the State and private enterprise: the bureaux depended on local authorities for money and information about the services. But Mr. Houghton warned against supposing that the bureaux covered the major part of the field. The 500 C.A.B. offices were less than half the number of those run by the Ministries of National Insurance or Labour.

S. K. RUCK, deputy chief welfare officer, London County Council, wished there were one central place in each area where the citizen could get any information he wanted.

Value of staff movement

The third session, on "The Lifetime Career," produced general agreement that it was not good for a man, or for his organisation, that he should spend his whole working life in one field. In the public services, STANLEY MAYNE, secretary of the Institution of Professional Civil Servants, pointed out, professional people got their early training outside and, after entering the service, were expected to obtain practical experience. They might move from department to department—or from one local authority to another—and this would give them the range of experience and the stimulating sense of novelty which, in industry, would be provided by transfers from firm to firm. There were, of course, exceptions to this practice: some technicians were so specialised that they would find the opportunity to exercise their talents only in one small niche.

J. A. C. ROBERTSON, under-secretary at the Treasury, pointed out that civil service administrative staff were also subject to constant movement. Similar conditions applied in the British Broadcasting Corporation, said J. H. ARKELL, controller of staff administration. The variety of work made it possible to give the staff the stimulus of change.

Mr. Arkell raised the question of the effect of pension schemes on mobility. He contrasted the scheme which granted full benefits only at normal retiring age with that which provided "interim" benefits to those who left for some other kind of work; as a strong advocate of mobility, he naturally favoured the second.

The interest of this session was lessened for many present because no speaker represented the local government point of view, though many of the issues raised were as relevant to that service as to other branches of employment.

Superannuation amendments—continued

relation to his employment. A similar criterion to govern return of contributions also and Section 10(4) of the Act of 1937 to be amended accordingly.

Older worker

Service up to a maximum of 45 years and up to 70 years of age to be reckonable for pension purposes. A pensioner who is re-employed to be entitled to earn extra pension within these limits.

Indirect service

An amendment of subsection (6) of section 12 of the 1937 Act to permit the local authority by whom a contributory employee is employed at the date of the passing of the amending Act, at its discretion, to determine that he may reckon any earlier indirect service which he would not otherwise be able to reckon.

Female nurses

1. Section 16 of the 1937 Act to be extended to cover certain of the female staff of Children's Homes and Hostels. The staff in question of these homes and hostels, apart from qualified nurses who are already covered, are:

(a) Persons holding the certificate of the National Nurseries Examinations Board;

(b) Persons holding a certificate in the residential care of children;

(c) Persons who have served for 10 years on the staff of such homes or hostels in a capacity in which they have the care of children.

2. Amend section 16(2) so that a nurse who exercised the option under section 16(1), and whose service is extended beyond the age of sixty shall be excused contributions in respect of the period of extended service or shall be entitled to further pensionable rights,

Supplementary teachers

A provision to be included that any previous service as a supplementary teacher to managers of non-provided schools to reckon as service.

Previous employment with a Justices Clerk

A provision to secure that a person previously employed by a Justices Clerk who first became a contributory employee in some other local government employment should be able to reckon the service to the Justices Clerk as non-contributing service.

Leave of absence

A contributory employee on leave of absence from duty with a reduced remuneration or without remuneration to be able to make contributions on the remuneration he was receiving immediately before he went on leave of absence.

Service conditions news

HEALTH

Proficiency increments for Grade B shorthand-typists



SEVERAL Whitley Council circulars have been issued during the past month, and copies have been sent to health service branches. Briefly, they deal with:

Administrative and clerical staffs

Cost-of-living increase: A.C. Circular 30 gives details of the latest agreed increases in salary for all staffs covered by the Council. The new scales, as they affect administrative and clerical staffs, were reported in the November "L.G.S." Details not reported there are:

The wage-for-age part of the scales for grade B are extended to age 24; and

Provision is now made in grade B for officers whose duties include shorthand-typing to be paid up to four accelerated increments, at the employing authority's discretion and with due regard to proficiency.

The memorandum accompanying the circular states that some employing authorities may not find it necessary to use this discretion. When it is used, however, the Minister expects all four increments to be given only when the officer concerned is fully proficient. He suggests that, to qualify for two extra increments, an officer should have attained speeds of at least 100 words a minute in shorthand and 40 words a minute in typing and, to qualify for four increments, speeds of 120 and 50 respectively should be required, together with any other conditions which the employing authority may consider desirable.

The circular also sets out revised scales for designated officers of executive councils: senior administrative officers of regional hospital boards, hospital management committees, boards of management, and boards of governors; senior officers of joint pricing committees and the Drug Accounts Committee; catering officers; housekeeper caterers; home wardens; male storekeeper clerks; and farm managers. The new scales are operative as from July 1, 1952.

The following consequent changes in conditions of service take effect from November 1, 1952:

Eligibility for overtime and extra duty allowance: £570 is substituted for £545 as the maximum salary at which officers may be eligible for overtime payments.

Travelling and subsistence allowances: £835 is substituted for £810 as the

minimum salary at which officers (other than clerks of executive councils) are eligible for first class travel and the highest rate of subsistence allowances.

Excess travelling expenses in lieu of removal expenses after compulsory transfer: The salary change-points for the different maximum reimbursement of expenses are raised from £460 (men), £370 (women) and £810 to £480 (men), £383 (women) and £835 respectively.

Annual leave: £645 is substituted for £620 in the relevant paragraphs of A.C. Circulars 18, 21 (applying also to officers graded under A.C. Circular No. 25) and 28.

Charge for meals on duty provided to staff of hospital management committees and boards of management: Where an annual charge of £20 is at present in force for senior administrative staff under the terms of HMC(48)2 or RHB(S)(48)8, it will, from November 1, 1952, provide only lunch and a cup of tea either in the morning or in the afternoon. Where more than this is provided an extra charge will be made. Where hospital authorities also apply the £20 charge to other administrative and clerical staffs, and are providing more than lunch and a cup of tea, they are urged from now on either to provide lunch and a cup of tea only, or to increase the charge, except where the real value of the meals and service provided is not more than £20.

"Protected officers": Last month Mr. Phillips deplored the management side's adamant refusal to include in the settlement officers on "personal" and "protected" salaries. The situation is now aggravated by the fact that officers who, under A.C. Circular 17, retained better leave conditions on a personal basis than those applicable to the grade of their posts will lose that benefit from April 1 next year if their personal maximum salaries no longer exceed those of the new salary scales for their posts.

With the unhappy exception of these officers, however, application of A.C. Circular 30 will give health staffs a cost-of-living increase at least as good as any so far obtained for comparable staffs in the other services.

Nurses and midwives

Miscellaneous amendments—N.M. Circular 25: Clarifies N.M. Circular 2 on pay-

ment by resident nurses of board and lodging charges during sick leave;

Permits a state registered nurse up to the grade of ward sister/charge nurse who leaves general nursing to train in the mental field to count such training up to four years for incremental purposes when she returns to general nursing;

Amends paragraph 5 of N.M. Circular 11 to enable a state registered nurse or enrolled assistant nurse who is training for the Certificate of the Central Council for the Care of Cripples to be paid as a staff nurse or enrolled assistant nurse during such training;

Revises the salary scales, with effect from February 1, 1949, of state registered nurses employed as head nurses and enrolled assistant nurses employed as team leaders in the blood transfusion centres.

Nursery nurses: N.M. Circular 26 announces new salary scales and conditions of service for nursery nursing staff of day, 24-hour, and residential nurseries, nursery schools, and nursery classes, to take effect from February 1, 1949.

New senior grades: N.M. Circular 27 introduces new grades of senior assistant matron and senior assistant chief male nurse into the health service. Definitions are given of these grades, as well as those of deputy matrons, deputy chief male nurses, assistant matrons, and assistant chief male nurses, and salary scales and details of assimilation are set out.

Tuberculosis nurses: N.M. Circular 28 refers to the payment of an allowance for trained nurses (other than mental nurses) engaged on tuberculosis nursing, and extends for a further year the experiment, introduced by N.M. Circular 14, of paying an allowance of £15 on completion of each period of six months' continuous service. The allowance of £5 on completion of each period of six months' tuberculosis nursing, which was granted to trained nurses and nursing assistants in mental hospitals under N.M. Circular 20, is also extended for a further year.

Salary increase—date of operation: At its meeting on October 28, the staff side of the Council unanimously rejected the management side's suggestion of October 1, 1952, as the date of operation of the recently agreed cost-of-living increases for nurses and midwives, and decided to refer the question as a dispute to the Minister of Labour. In the meantime, of course, the revised salaries and allowances—which provide for increases ranging from £25 for students to £60 for most senior grades—will not be paid.

Mental nursing staffs: On October 22, the standing committee resolved to submit an immediate claim for salary increases to restore the former differential between

salaries in state institutions and mental hospitals.

Auxiliary grades: NALGO has asked the Council to expedite discussions on salaries and conditions of service for V.D. technicians, blood donor attendants, and dental attendants, and I understand that these questions will be discussed at an early meeting of the standing committee.

Professional and technical "A", staffs

P.T.A. Circular 16 sets out a scheme of salaries and conditions of service which has been agreed by the Professional and Technical "A" Council for full-time qualified almoners, occupational therapists, orthoptists, physiotherapists, psychiatric social workers, remedial gymnasts, speech therapists and therapeutic dietitians employed by Regional Hospital Boards, Hospital Management Committees, Boards of Management, Boards of Governors of Teaching Hospitals, local health authorities and local education authorities.

Secretaries of branches other than health service branches who have members affected by the scheme can obtain a copy from Headquarters.

Radiographers: P.T.A. Circular 15 gives details of an agreement reached, after protracted negotiations, on "stand by" and "on call" duty payment, with effect from June 1, 1952.

Chiropodists: Rates of pay for part-time chiropodists have been discussed

for many months, and it has now been decided to submit the matter to arbitration.

Professional and Technical "B" staffs

Medical laboratory technicians: Salary scales for these technicians were discussed at a staff side meeting on October 21. Proposals were made to align these scales with those for scientific assistants and experimental officers in the civil service, but it was felt that, since these proposals might not be acceptable to the majority of the officers concerned, a mandate should be sought. Arrangements have therefore been made to obtain the views of these technicians through their district consultative committees. In the meantime, without prejudice to further proposals, it is intended to submit an immediate cost-of-living claim on their behalf.

Dental technicians: Apprenticeship indenture was to be discussed again at a meeting on November 21 (after this journal had gone to press). In future, employing authorities must provide protective clothing for dental technicians. The salaries of maxillo-facial technicians are being discussed, and further inquiries are to be made by the management side.

Group clerks of works: The final draft of the circular concerning salary scales and conditions of group clerks of works employed by hospital management committees was agreed by Committee D

on October 16, and the document should therefore be issued within a few weeks.

Surgical and orthopaedic technicians: An appropriate functional council for these officers has not yet been decided. A joint sub-committee has been visiting hospitals and examining their duties and will be submitting its recommendations to the next meeting of the committee.

Other technicians: Proposed grading of cardiological technicians was to be discussed at a special joint meeting of the committee on November 26. Consideration can then be given to clinic photographers, electro-physiological technicians and mould room technicians. A cost-of-living claim for dark-room technicians was submitted on November 14 and a reply was expected on November 26.

R.H.B. architectural, engineering, and surveying staffs: The final draft of the document granting salary increases to these officers has been approved. Agreement was reached on October 17 on salary scales, conditions of service, and qualifications.

At the same meeting, the staff side also presented and successfully concluded a separate claim for still further increases to those scales on a cost-of-living basis. The additional increases correspond to those awarded under A.C. Circular 30, and will take effect from July 1, 1952. The circular may be expected from the Ministry within a month.

We must be strong to preserve peace...

Local Government Officers were invaluable in Civil Defence last time. Now your example, your knowledge and your experience are needed again. Civil Defence can help to preserve peace. But it must be strong and

efficient. That is why it needs people like you; people who know their town or county and its government; people ready to serve the community; people who understand the obligations of citizenship.



**SPARE TIME FOR TRAINING IN THE
CIVIL DEFENCE CORPS**

ISSUED BY H.M. GOVERNMENT



LOCAL GOVERNMENT by J. C. HAMILTON

Yet another NALGO victory for chief officers



NALGO has won yet another arbitration victory for chief officers—the ninth in three months.

The latest dispute, decided last month, was with the West Riding County Council which, last January, refused to adopt the recommendations of the Negotiating Committee for Chief Officers of Local Authorities.

Those recommendations proposed a range of salaries for certain chief officers, the highest of which, for an authority with a population of between 400,000 and 600,000 prescribed a maximum salary of £2,700 rising by three annual increments of £100 to £3,000. For authorities with populations above 600,000, the salaries were left to the discretion of the council.

Last January, West Riding C.C. approved new salaries of £2,700 rising by three increments of £100 to £3,000 for its treasurer, engineer and surveyor, education officer, and architect. The population of the county is 1,536,000 and NALGO, contending that it was the intention of the Negotiating Committee that, in such a case, where the salaries were left to the discretion of the authority, the minimum should be higher than that applicable to authorities with a smaller population, declared a dispute. This came before the Industrial Disputes Tribunal on November 6, when NALGO, represented by J. E. N. DAVIS, its chief organisation officer, contended that

The Negotiating Committee was the recognised body for the settlement of terms and conditions of chief officers;

The salaries it recommended had been adopted by a majority of local authorities. Sixteen authorities with populations over 600,000 had agreed to pay salaries above £2,700—£3,000;

The Tribunal had itself fixed £2,700—£3,000 as the salaries for the chief officers of Durham County Council, with a population of 898,000; and

Since the West Riding has a bigger population and area, its officers have heavier responsibilities and duties than those of Durham, and should, therefore, be paid higher salaries.

NALGO therefore submitted that the County Council should be required to adopt the recommendations of the Negotiating Committee and pay its chief officers salaries of not less than £3,000, rising to £3,500.

For the West Riding County Council it was contended that:

The Joint Negotiating Committee had no legal status and no legal authority was under legal obligation to adopt its recommendations;

The terms and conditions of the officers concerned were at least equal to those laid down in the recommendations; and there

was, therefore, no obligation on the County Council specifically to adopt them;

Salaries paid by other county councils were irrelevant, since duties and responsibilities varied between one county and another; By paying salaries of £2,700—£3,000, the county council had, in fact, implemented the recommendations in respect of salaries and had exercised the discretion given to it by the Negotiating Committee; and

The Tribunal should not usurp that discretion unless it could be shown that it had been exercised in bad faith and without due regard to the circumstances.

The Tribunal found in favour of NALGO's claim that the county council should adopt the recommendations of the Negotiating Committee and review its previous decision on the salaries of the four officers concerned "in the light of the application to those officers of the recommendations."

Of the local authorities to which the recommendations apply, all county councils, 82 out of 83 county boroughs, 27 out of 29 metropolitan boroughs, 262 out of 269 boroughs, 410 out of 460 urban districts, and 292 out of 321 rural districts, have either adopted them or are paying salaries not less favourable.

ELECTRICITY

by L. G. MOSER

Pay increases for typists and machine operators



ON October 21, the negotiating committee of the National Joint Council dealt with questions arising from the salary award, and its decisions were issued as matters of urgency.

The unions' members of the committee pointed out that the shorthand typists', typists' and machine operators' grades are not now related to the general clerical scale, and they pressed for separate consideration to be given to them. It was agreed that the higher rate should be increased by £14 at the first two steps and £18 at all others, and that the lower rate should be increased by £8 at the first step; £12 at the next three, and £16 at all others. The scales operative from August 1, 1952, are therefore:

Shorthand typists and machine operators, Class 1: £174—£195—£220—£241—£262—£283—£304—£325—£346—£367—£388 p.a.

Typists and machine operators, Class 2: £144—£164—£180—£196—£216—£232—£248—£264—£280—£296—£312—£328—£344—£360 p.a.

Valuation panel staffs

Increased salaries for valuation panel staffs, with effect from July 1, 1952, have been approved by the Minister of Housing and Local Government as follows:

General Division: Assistants on this division are to receive the local government general division scale of salaries as revised by the Industrial Disputes Tribunal award.

Increases of £25 and £10 have been approved for other whole-time and part-time staff respectively. The revised scales are:

Panels with whole-time clerks

Class of panel	Annual salary	
	Clerk	Assistant Clerk
A	£925-1,075	£555-600
B	£825-950	£525-570
C	£760-835	£495-540
D	£710-785	£465-510
E	£670-735	—

Panels with part-time clerks

Class of panel	Annual salary	
	Clerk	Assistant clerk (whole-time)
C	£385	£525-570
D	£335	£495-540
E	£285	£465-510

Whole-time assistant clerks employed temporarily on other work may receive the appropriate proportion of the £25 increase.

Panels wishing to adopt the new scales for their staffs have been asked to apply to the Secretary of the Ministry, giving particulars of the staff concerned.

The unions' members also feel that the award has created an anomaly as far as telephone operators are concerned, as the men receive a smaller increase than their colleagues on the general clerical scale. The boards' members have agreed to consider the points put forward and discussion has meanwhile been adjourned.

All members will be pleased that those unfortunate victims of reorganisation who have protected salaries have not been forgotten. They will be dealt with in the same way as they were when the previous increases operated. Boards' members are advising electricity boards of their views as to which categories should receive the increases, and it is understood that the advice will be the same as that previously given. Most employees with protected salaries should therefore get the increase appropriate to their grade, and any cases of difficulty can be taken up through the district council.

The progression limit for demonstrators has been raised from £400 to

£420, but the question of amendments to agreements—such as holiday schemes, lodging and subsistence allowances, and so on—has been referred to the NJB/NJC co-ordinating committee. Meanwhile, it has been agreed that the entitlement of employees under the agreements shall not be increased by reason of the salary award.

Since the last meeting of the Council, the negotiating committee or its appeals sub-committees have dealt with 33 differences from district councils concerning grading appeals. Those heard at Newcastle represent, I understand, the completion of appeals for the north-eastern area. A sub-committee has met to consider suggestions for reviewing the salary agreement but is not yet able to make positive recommendations.

Staff committees

The trade unions associated with the National Joint Council have agreed that the constitution of staff committees should be amended to provide for members to remain in office for two years, one half of each side retiring in alternate years. The new arrangements will operate from the elections due to be held when existing members retire on March 31 next.

Managerial grades

The meeting provisionally arranged for November 7 was postponed because the boards' members could not supply all the information wanted as a basis for negotiations on salary scales and their application. I know that they have a difficult task, but some of us are feeling that it is taking much longer than it should. It is now four and a half years since nationalisation, and it is difficult to justify that any officers should still be on provisional salaries and have little idea of how they really stand.

There is still considerable dissatisfaction about the way in which some boards have interpreted the recent informal agreement to increase provisional salaries. It is hoped that these difficulties will be discussed with representatives of the Authority and the boards very soon.

Pensions (Increase) Act, 1952

This Act does not apply to employees in the electricity supply industry, nor to those ex-local government employees who retired before vesting day, and who, because they were employed in electricity undertakings, have since then been receiving their pensions from an electricity board. The latter class could be covered were a suitable amendment made to the Pensions Rights Regulations, but many difficult questions arise in connection with other employees. NALGO believes, however, that all the reasons which made it desirable to assist retired employees from other forms of public service apply with equal force to those from the electricity supply industry and—in conjunction with E.P.E.A.—we are taking the matter up with the B.E.A. on those lines.

TRANSPORT

by J. LANCASTER

Pay increases for some company and inland waterways staffs



FOLLOWING a recent application by NALGO to the managements, revised rates of pay have been agreed for the weekly paid staff of two more road passenger transport companies. They are:

Birmingham and Midland Motor Omnibus Co., Ltd.—with effect from September 27, 1952:

Birmingham maximum weekly rate for clerks

Age	Men	Women	Age	Men	Women
15	£ 5. 2. 0	£ 4. 2. 6	22	£ 5. 10. 0	£ 4. 12. 6
16	£ 5. 2. 0	£ 4. 2. 6	23	£ 5. 17. 6	£ 4. 17. 6
17	£ 5. 2. 0	£ 4. 2. 6	24	£ 6. 2. 6	£ 5. 2. 6
18	£ 5. 2. 0	£ 4. 2. 6	25	£ 6. 7. 6	£ 5. 7. 6
19	£ 5. 2. 0	£ 4. 2. 6	26	£ 6. 12. 6	£ 5. 12. 6
20	£ 5. 2. 0	£ 4. 2. 6	27	£ 6. 17. 6	£ 5. 17. 6
21	£ 5. 2. 0	£ 4. 2. 6	28	£ 7. 2. 6	—
			29	£ 7. 7. 6	—

The agreed *minimum* weekly rate outside Birmingham is 2s. 6d. less than the above scales for both sexes at ages 15, 16, and 17, and 5s. less from age 18 onwards.

Copy-typists, machine operators, inquiry clerks, and telephonists receive 2s. 6d. a week more than women clerks, and shorthand-typists and comptometer operators receive 5s. a week more than women clerks at all ages.

Rhondda Transport Co., Ltd.—with effect from October 26, 1952:

Age	Men	Women	Age	Men	Women
15	£ 5. 0. 0	£ 4. 17. 6	22	£ 5. 10. 0	£ 4. 6. 6
16	£ 5. 0. 0	£ 4. 17. 6	23	£ 5. 15. 0	£ 4. 11. 6
17	£ 5. 0. 0	£ 4. 17. 6	24	£ 6. 0. 0	£ 4. 16. 6
18	£ 5. 0. 0	£ 4. 17. 6	25	£ 6. 5. 0	£ 5. 1. 6
19	£ 5. 0. 0	£ 4. 17. 6	26	£ 6. 12. 6	£ 5. 6. 6
20	£ 5. 0. 0	£ 4. 17. 6	27	£ 6. 17. 6	£ 5. 11. 6
21	£ 5. 0. 0	£ 4. 17. 6	28	£ 7. 2. 6	—
			29	£ 7. 7. 6	—

There is a proficiency bar at age 25 for employees starting work with the company on or after October 26, 1952, and increments may be withheld from employees deemed to have given unsatisfactory service. Both provisions are subject to the employee's right of appeal. Provision is also made for special merit increments.

Scottish Group of Omnibuses

The following amended salary rates for clerical and clerical supervisory staff have been agreed, to operate as from the first full pay period after October 29, 1952:

CLERICAL STAFF

Grade (a):						Grade (b):							
Age	Weekly Men			Rate Women			Age	Weekly Men			Rate Women		
	£	s	d.	£	s	d.		£	s	d.	£	s	d.
15	2	0	6	2	0	6	24	16	6	3	19	6	6
16	2	13	6	2	7	0	20	5	7	0	4	11	6
17	3	3	9	2	13	6	22	5	17	0	4	17	0
18	3	13	6	3	0	0	23	6	7	0	5	2	0
19	4	5	6	3	7	6	24 and over 6	12	0	5	2	2	0

Grade (b): Men—£7 3s. 6d.; Women—£2 0s. 6d. (at age 15) × 6s. 6d.; 13s. × 7s. × 6s. 6d. × 12s. × 11s. 6d. × 10s. × 5s. × 4s. 12s. (at age 23 and over).
Grade (c): Men—£7 18s. 6d.; Women—£5 17s. 6d.
Grade (d): Men—£8 8s. 6d.; Women—£6 7s.

Grade (e): Men—£4 6s. (at age 18) × 11s. × 10s. × 5s.—£7 2s. (at age 24 and over); Women—£7 7s. Grade (f): Women—£3 5s. 9d. (at age 18) × 7s. 9d. × 13s. × 12s. 6d. × 5s. 6d. (2)—£5 10s. (at age 23 and over).
Grade (g): Women—£3 14s. (at age 18) × 6s. 6d. × 11s. 6d. × 10s. 6d. × 5s. (2)—£5 12s. (at age 23 and over).

HIGHER CLERICAL STAFF

Grade (a): Men—£9 5s. × £10; Women—£7 17s.
Grade (b): Men—£10 5s. × 5s.—£11 5s.; Women—£8 7s.

Women staffs already receiving salaries above the maxima of any of these grades receive an increase of 7s. a week. Men already above the maxima of Clerical grades (a) and (e) receive 7s.; grades (b), (c), and (d), 8s. 6d.; and the Higher Clerical grades, 10s.

Increases of 10s. a week on all existing rates of pay have been agreed for engineering grades, district traffic superintendents, and chief inspectors, and the basic weekly rate for inspectorate grades has been increased by 7s.—all with effect from the first full pay period after October 29, 1952.

The working hours of inspectorate grades are to be reduced to 47 hours a week: details of the method of adjustment, however, are not known.

Agreement with T. and G.W.U.

A copy of an inter-union agreement between the Transport and General Workers Union and NALGO, relating to administrative, clerical and supervisory grades in passenger road transport, has been sent to branches. It is believed that this agreement will enable the two organisations to co-operate cordially in the interests of these staffs. Already steps are being taken towards that end. There is evidence that branches generally, and especially those directly affected, welcome the agreement as a means of securing good trade union practice, and it is hoped that all branches will operate it scrupulously in the letter and the spirit.

Inland waterways staff

At its meeting on November 13, the National Joint Council for the Salaried Staff of Waterways Divisions agreed to the following increases in the present scales of salary, to take effect from November 3:

MEN: Juniors (ages 16 and 17)—£10 10s. a year; Adults—£18 5s. a year. (weekly paid staff, 4s. and 7s. respectively).

WOMEN: Juniors (ages 16 and 17)—3s. a week; Adults—5s. 6d. a week.

The Executive would not agree to pay these increases to staff on protected salaries, but undertook to examine each case on its merits and to receive representations from the union concerned on behalf of any employee not paid the increases.

GAS SERVICE

by G. H. NEWMAN

Senior officers' pay claim again deferred

WHEN THE Senior Gas Officers Joint Council met on October 22, the claim for a general salary increase was again considered.

The employers' side wanted to deal with the claim in the area joint committees, and suggested that area staff sides be appointed without delay, but the officers' side could not agree that area committees were competent to negotiate salary increases. It was admitted that some boards had awarded cost-of-living increases, but the aim of the officers' side was to obtain uniformity.

It was not possible to reach agreement on any award, but it was decided that area boards should inform the Council of any action they had already taken, for consideration at the next meeting. In the meantime, consultation at area level could take place.

Nor was any agreement reached on the officers' side's proposals for a holiday scheme. The employers would go no further than to accept the maximum of the staff agreement as the minimum holiday entitlement for senior officers, while allowing area boards discretion to

increase the holiday of any individual officer.

The joint secretaries reported on the effect on the results of the ballots—which were held to determine which categories of officers would have their terms and conditions of service negotiated in the Joint Council—of the decision of the Joint Council to exclude barristers and solicitors, industrial relations officers, and area board secretaries from the operation of Clause II(a) of the constitution. It was agreed to hold fresh ballots, on the same lines as before, for officers in salary group B in the south-east and south-west areas.

The Council had before it memoranda submitted by the officers' side on payment of cash in lieu of emoluments and the issue of staff grading notices to senior officers, matters which have caused much difficulty in one area, and are of concern to all officers. Consideration of another memorandum on the reduction of compensation following a general salary increase was deferred.

On the question of redundancy, the employers' side readily agreed to the suggestion that, in the event of any officers

being considered redundant, the area board concerned would consult with the organisations on how to deal with the problem.

Pensions

At the time of writing, the staff side had notified its wish to discuss, at the November meeting of the National Joint Council, the position of retired gas employees on pension who are suffering hardship, and the non-application to the gas industry of the Pensions (Increase) Act 1952.

The Joint Pension Sub-Committee was awaiting the opportunity to discuss with representatives of the Gas Council the council's proposals on the terms and procedure for transfer from existing pension schemes into the area schemes. The proposals will be based on actuarial advice. Further information will be published as soon as it is available.

I advise all members wishing to enter or transfer into their area pension scheme or, indeed, to obtain further information, to approach the appropriate office of the board without delay. Printed copies of area pension schemes are obtainable from area boards only, and a copy will be issued to each member entering a scheme.

Gas Council Annual Report

I shall be writing next month about the Annual Report of the Gas Council, which was published as we went to press.



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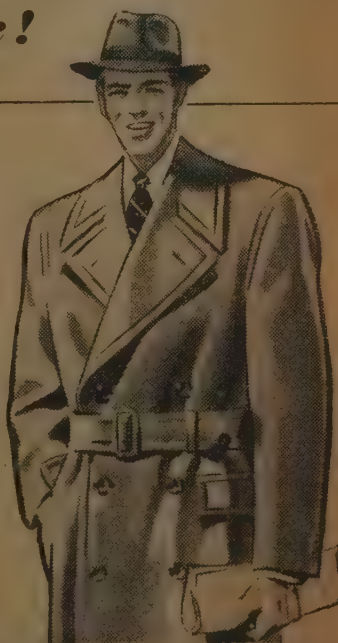
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Readers' Forum

FORTY-HOUR WEEK

Early start would save fares

P. G. H. WOODROFFE has a brilliant idea in his 40-hour, 5-day week for a 5 per cent increase in pay. To start an hour earlier in the morning would mean that many could save up to 5s. a week in fares. The amount of work done in the extra two hours should make it possible for local authorities to reduce their establishments by 1 in 20, but normal resignations and retirements would usually cover this. The idea of the town hall being closed on Saturday would soon catch on with the public.

G. T. LEESON

Town Clerk's dept.,
St. Pancras, London, N.W.1.

Redundancy problem

WHILST FEW, if any, will disagree that a forty hours' week could be worked in local government and would legitimately entitle officers to a salaries increase of just over 5 per cent, the extra hours worked must, unless offset by an equivalent increase in the volume of work, lead to redundancy. How does Mr. Woodroffe intend to overcome this? What will he do in his extra two hours?

I suspect that his real object is a five-day week and surely that could be achieved more easily out of 38 hours.

T. A. DURKIN

27, Douglas Avenue,
Oakhill, Stoke-on-Trent.

RATING REFORM

Should we give a lead?

I SUPPORT R. SIMON'S suggestion in the November "L.G.S." that NALGO should "adopt a policy for the reform of the rating system," but for a reason more vital than another salary increase, namely, the very security of our employment.

In September, you reported Professor Mackenzie as having said, "the downfall of local government is past history." In October you said in a leading article: "The majority [of local authorities] run the risk of finding their inevitable rate increases countered by a narrow and unimaginative economy drive... that might well give the *coup de grâce* to what Professor Mackenzie fears may already be a moribund institution."

I suggest that all the force and power of NALGO be used to persuade the Government to bring in legislation giving local authorities a fresh source of income based, much more than are rates, on ability to pay.

If local government is to survive, it must be progressive, not reactionary and parsimonious. The local authority associations are naturally concerned with the

sectional interests of their members and NALGO is the only body which can act on behalf of the service as a whole.

W. A. SAXTON

Municipal Offices,
Oldway, Paignton.

SALARIES POLICY

Rating, wages, and prices

DOES Mr. Simon really think that the abolition of derating would not lead to higher prices? The increased rateable value for industrial hereditaments would inevitably lead to more money having to be paid to the local authority in rates, even if the rate in the pound were not increased, and this would be passed on to consumers in higher prices. Moreover, an increase in rates paid by such industries as motor manufacturing, whose

Letters for the January journal must reach the editor, 1, York Gate, Regent's Park, London, N.W.1, not later than Friday, December 12.

efforts to sell abroad have already been balked by rising costs, must further increase the prices of vital exports. To increase wages without increasing output must lead to higher prices.

Mr. Geering called for an increase in services to "slow up the accumulation of unsaleable goods." But any increase in purchasing power must maintain prices at their present level, whereas an accumulation of goods in the shops must lead to lower prices and a fall in the cost of living—as we have seen with the drop in the price of textiles since the summer of 1951.

R. O. DAFFERN, A.I.M.T.A.

City Treasury,
Bristol.

Publicity campaign "fallacy"

CERTAIN FALLACIES, if repeated often enough, are believed. Your assertion: "To imagine that petitions, demonstrations, and public meetings will influence either [National Joint Council or Industrial Disputes Tribunal] today is wishful thinking" is an example.

If we reject the argument that wages should lag behind prices, we must either try to influence and correct Industrial Disputes Tribunal decisions, or try to change the legislation that permits a statutory body to deal unjustly with nearly two hundred thousand local government officers. To achieve either objective we must have:

1. A national campaign to draw all members into trade union activity, by regular and frequent branch meetings;

2. A vigorous campaign to stress the importance of the social services; and

LOCAL GOVERNMENT SERVICE

3. Trade union education and simple explanations of the economics of production, wages, and the ability to purchase the goods and services that are available as a result of our labour. Militant "E.G.S." editorials would give an ideal lead!

WILLIAM STRACHAN

Area Health Office (No. 6),
Willesden and Wembley.

Salaries fixed locally

YOU ARE wrong when you say, in your editorial footnote to the letters from Mr. Geering and Mr. Simon, that it is the National Joint Council or the Industrial Disputes Tribunal that has fixed our salaries. Those bodies have awarded increases, but my salary has been fixed by my chief officer, who graded my job.

Grading has resulted in wholesale movement of staff from one authority to another to obtain a higher grading for a similar job. The Charter has created this situation as the only means of securing a reasonable salary. Qualifications do not secure promotion, they merely accelerate and augment the turnover of staff changes.

H. C. NORMAN

21, Edna Street,
Battersea, London, S.W.11

In the narrow sense, Mr. Norman is right. But did not the N.J.C. fix the grades, has it not prescribed gradings for many posts, and has not the system of appeal, in effect, settled appropriate gradings for many others? The practice of getting more pay by moving to another authority was prevalent long before the Charter.

"Give a lead on wage restraint"

HIGHER wages, without increased output, must lead to higher prices. Wage restraint must be recognised by all if our country is to survive the present crisis. It is no good waiting for the other fellow to begin. The time to start is right now, and it is up to NALGO to lead the way.

IAN K. MCCALL

Burgh Engineer's dept.,
14, Gilmour Street, Paisley.

SANITARY INSPECTORS

A neglected minority?

IF NALGO wants to stop secession of groups of members from the Association, it must guard the interests of minorities as zealously as it does those of the majority. This it has failed to do. For example, it agreed to a scale for sanitary inspectors with a maximum (£630) only 40 per cent above the pre-war maximum in London (£450); and this at a time when, according to the Financial Secretary to the Treasury on March 28, 1952, personal incomes after payment of direct taxes had risen by 122 per cent. The result is shown in the decision of Liverpool city council to abandon its training scheme for sanitary inspectors because there were no suitable applicants.

How can NALGO expect to keep its technical members when it treats them like this?

Town Hall,
Wembley, Middlesex. ERNEST S. POWER

NALGO does guard the interests of minorities as zealously as it does those of the majority. Indeed, the minorities are the only groups given special gradings by the N.J.C., and the sanitary inspectors' representatives have acknowledged that these have benefited the majority.

HEALTH SERVICE AWARD

"Not a cost-of-living rise"

I DO NOT see how the health service wage increase can be regarded as a "cost-of-living" rise. Surely the cost of living has increased as much for the lower grades as for the higher. If this is so, why do the wage increases vary from £10 to £25?

Supplies Office,
Yardley Green Hospital,
Birmingham, 9. D. J. WILKINSON

Last year's Conference instructed NALGO negotiators "strongly to resist" the tendency to reduce differentials between higher and lower grades. A flat-rate increase would reduce these differentials.

"Injustice" to women

MR. PHILLIPS accuses the Minister of Health of breaking faith with transferred officers, but this does not condone NALGO's acceptance of a scheme which excluded these officers on "protected" salaries from the recent salary increases.

A.C. Circular 17 gave hospital management committees the opportunity to downgrade women's posts still further below those of men, and the Ministry now adds another injury and injustice by refusing many transferred women the increases granted to the other staff. It is time that NALGO exerted more fighting power.

7, Newnham, WINIFRED M. CHALLIS
Burwell, Cambs.

NALGO made strenuous efforts to get an increase for those on "protected" salaries. It had to give way because the management side was adamant and because, the claim having already failed at arbitration, no further action was possible at present.

L.G.E.B. EXAMINATIONS

What about the D.P.A.?

IN HIS ARTICLE in the October "L.G.S.", N. W. BINGHAM says that the local Government Examinations Board "recognised that, while there was a variety of examination qualifications suitable for the professional or technical officers in local government, there was no comparable qualification appropriate to the administrative officer, and . . . the status of the administrative officer was thereby prejudiced."

Has he not heard of the Diploma in Public Administration? It was once placed high on the list of recognised qualifications and many officers, like me, were deluded into spending time, energy, and money in obtaining it. Now ap-

parently, it is regarded as worthless. Instead of continually changing its recognition of qualifications, the Board could better spend its time seeking recognition of one which it previously regarded as suitable. For myself, having obtained the D.P.A., I am seeking an external degree outside the Board's syllabus, though it is doubtful what weight that will hold in our service. A greater problem for those like me is whether the local government service can offer us opportunities commensurate with our qualifications, or whether we must seek those opportunities elsewhere.

Leicester.

ALFRED E. TURNER

Mr. Bingham writes: "The D.P.A. is not regarded as 'worthless' (a note on recognition of University D.P.A.s is appended to the list of examinations recognised for promotion purposes); but it is not now universally available to local government officers. The London D.P.A., for example, can be taken externally only by graduates and those with professional qualifications and several years administrative experience.

What is an administrative officer?

WILL Mr. Bingham tell us what is an "administrative" officer? In what departments can he compete on equal terms

A challenge

TO EVERYONE

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TOM O'BRIEN

Chairman of the
General Council of the
Trades Union Congress.

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As Chairman of the General Council of the Trade Union Congress I warmly commend the work of the National Savings Movement and confidently appeal to all Trade Unionists to give it their active support."

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SAVING today is not easy, but being a member of a Works Savings Group is a great help. The money you put aside is collected regularly and then invested for you in National Savings where it is safe, earning generous interest and is used for the benefit of our country. Join your Works Savings Group now — if there isn't one, ask for a Group to be started quickly.

JOIN A WORKS SAVINGS GROUP NOW

with a professionally qualified officer for the chief appointment?

Are engineers, surveyors, architects, town planning officers, parks officers, medical officers of health, treasurers, education officers, "administrative" officers? Are their posts open in equal competition to the "administrative" officer? Are there any "administrative" officers on their staffs? Is it likely that anyone could hold down one such appointment without professional background, qualifications, experience, and technical competence?

If, as Mr. Bingham would like, there should be a "clear segregation between professional and administrative posts" and the position of chief officer in certain cases be open in equal competition to the qualified "administrative" officer, there would be two distinct streams of promotion leading to chief officer. In these circumstances, and if the chief appointments mentioned are in the "open" class, may I ask:

Is a professional qualification for these chief positions to be dispensed with?

If so, how does the unqualified chief officer stop his professional staff taking him for a ride? What lead can he give, what judgment can he make, without background and experience?

If not, how does the "administrative" man obtain a professional qualification? What professional body would accept him for examination?

Would it not be in the interests of the

service to confine the activities of the Local Government Examinations Board to the Clerical Division, where it might do some useful work, rather than trying to establish "a qualification equivalent in standard to that of the major professional institutions" which will have no standing outside the service and, if the answers to my questions are anything like I think they are, precious little use inside it?

T. A. KING

Deputy Engineer and Surveyor
Borough of Finchley.

Mr. Bingham writes: *The establishment of the Administrative Examination obviously raises all the issues contained in the questions put by Mr. King. I recognise that fully, but could do no more in my article than make a brief passing reference to them, as they need not one but several articles: all I can do in a footnote is to remind Mr. King that the Civil Service has a very different approach to the question of the professional versus the administrative officer at the highest administrative levels.*

Help for would-be graduates

CONCERN is expressed at the inability of the local government service to attract graduates, but what encouragement is given to serving officers who are willing to take University degrees? The Charter says that, "guidance and adequate facilities (including financial assistance if found necessary) should be provided by the employing authority to enable officers in approved cases to proceed to a University degree."

But what are "adequate facilities"? A student reading for the B.Sc.Econ. in the evening department of the London School of Economics may be required to attend lectures and classes on five evenings a week, in addition to reading and written work. The course lasts five years. Has any member had "adequate facilities" for a course of this kind? Could not a more definite provision be made?

Hammersmith Branch P. J. HAGAN

Be efficient and qualified

"OLD MOORE'S" letter in the November "L.G.S.", suggesting that examination qualifications are an inefficient yardstick for measuring suitability for a job, was hardly fair. No responsible educationalist would claim that examination qualifications confer humanity, integrity, courtesy, and the ability to make right decisions, but neither does the lack of qualifications confer these qualities.

Applicants for appointments are not restricted to those who are either efficient and unqualified or inefficient and qualified. There are some who are both—and some who are neither. If "Old Moore" were on a selection committee, which one of the four types would he choose? And if he had toothache, would he go to any man experienced in the use of a pair of pliers, or to a qualified, experienced, and (let us hope) sympathetic dentist?

Chesterfield R.D.C. J. LE NOURY

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No promotion bar loopholes

you announce that, after December 31, local authorities will be expected to apply paragraph 28 of the Charter and, with certain specified exceptions, to promote only officers who have passed one of the recognised examinations. But there is, it would seem, no qualification requirement for an officer taking up a new appointment with another local authority, since this is a fresh contract of service and cannot be described as promotion. Similarly, an officer who applies for and is appointed to a higher grade post within his own authority enters into a fresh contract, and cannot be described as having been promoted. I therefore conclude that, whilst a qualification is necessary for promotion, it is not necessary for appointment.

30, Belle Vue Road,
Walthamstow, E.17

R. A. TURNER

Mr. Turner draws too fine a distinction between the words "promotion" and "appointment." The intention of the Charter is to create a qualified service. The N.J.C. has deferred application of para. 28 to meet the temporary difficulties of local authorities. But it should now be strictly applied to all appointments from the General Division, whether by internal promotion or by transfer from another authority, and it is up to branches, in their own interests, to see that it is so applied. The only exception is the officer who, on or before April 1, 1946, had completed at least 15 years' continuous service and was aged 35 or over.

Longer holidays for the qualified?

GENERAL Division officers who qualify must await a vacancy in the higher grades before getting promotion and more pay. But why must they wait for that vacancy before getting the extra three days' annual leave entitlement?

"CERTIFICATE HOLDER"

NALGO SUBSCRIPTIONS

Effect of pay increases

I MUST protest at the increased subscription which has today been collected from me. Whilst I appreciate that the Conference resolution has left no alternative, I do feel that the N.E.C. ought to have powers to amend the scale. There is no doubt that the intention of Conference was to fix the subscription rates by reference to the General Division and Grade A.P.T.III maxima, and not to allow subsequent salary awards to affect them.

There may be a danger that some members will resign from NALGO rather than pay this increase, thereby weakening the Association. For my part, I have paid under protest and will expect the next Conference to make a retrospective adjustment to the scales.

F. A. TWELVETREE

32, Glenavon Road,
Ipswich

This letter is discussed in the editorial columns on page 362.

AID FOR B. AND O. FUND

Westminster's 12s. per head

YOU RECORD in the November "L.G.S." that Croydon Branch has subscribed nearly 10s. per member to the B. and O. Fund.

Whilst not wishing to emulate the old dears who write to the "Sunday Express," asking if they hold the record for the height of their hollyhocks and the progeny of their Persian cats, my Executive Committee has asked me to point out that Westminster's contribution of £263 2s. 1d. represents more than 12s. per member.

If this letter is not published, I shall



be relieved of my office and the branch will be deprived of a source of amusement; spirits will fall, and B. & O. contributions thereby diminish. If you love the orphans, please print it!

JOHN C. SUTCLIFFE

Westminster City,
Charing Cross Road, W.C.2

We gladly print it—and shall print even more gladly news of any branch improving on Westminster's fine achievement.

TRAFFIC IN HORSES

A government inquiry

YOU WERE good enough to publish and comment on my letter on traffic in horses in the October "L.G.S." The Government has now appointed an expert committee, under the chairmanship of the Duke of Northumberland, to consider the law and practice relating to the slaughter of horses. May I suggest that any local government officer who can give information about maltreatment of horses at any stage of their journey to slaughter communicate with the committee at 12-14, Sussex Place, Regent's Park, N.W.1?

Mill Hill,
London, N.W.7

PETER LOMAX

HEADQUARTERS ANNOUNCEMENTS

Free holidays abroad

DO YOU KNOW France, Italy, Germany, or Spain and talk their languages? If so, you may have the chance of a free holiday next year.

Once again, NALGO is arranging continental holidays for its members. Though these are not regimented affairs, the parties need leaders who will organise visits and excursions, provide information, and generally look after travel and other arrangements. The qualifications—apart from knowledge of the language and attractions of the district to be visited—are tact, initiative, and the ability to cope smoothly and efficiently with travel problems. In return for their services, each party leader will get a free holiday and an allowance for personal expenses.

Members interested can get an application form from NALGO, 1, York Gate, Regent's Park, London, N.W.1.

A free booklet describing the many holidays which the Association will be arranging next year should be ready in January. If you want a copy, send a post-card to Headquarters.

Christmas cards and diaries

Supplies of 1952 Christmas cards, at 4s. for an assorted dozen, and copies of NALGO's 1953 diary, price 2s., are still available. Orders should be placed promptly with branch secretaries to avoid disappointment.

NALGO colours

Articles in NALGO colours make excellent Christmas presents, and there are good supplies available at Headquarters. In good quality and at moderate prices, they include ties, cuff links, sweaters, pull-overs, mufflers, blazer material, scarves, etc. Send to Headquarters for a price list.

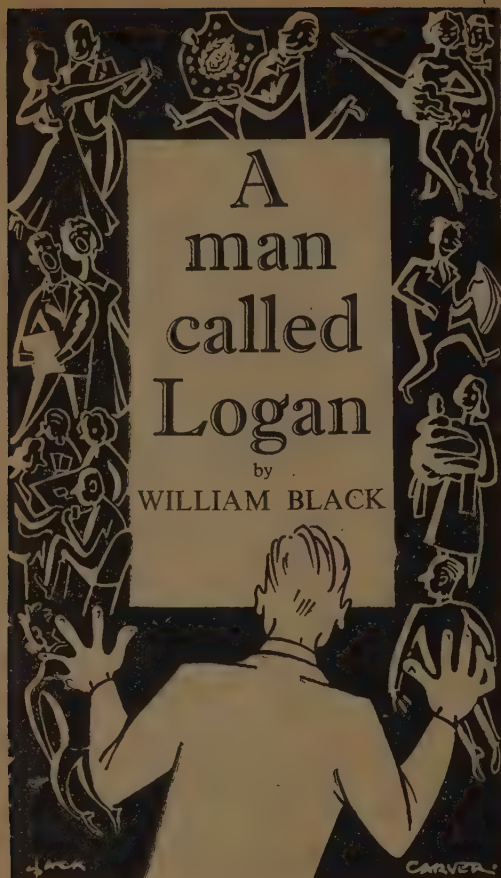
Knole Lodge

Nalگو's Convalescent Home will be closed for Christmas from December 22, and will re-open on January 5.

QUIZ ANSWERS

(See pages 366-7)

0..2	12..2	24..2	36..3
1..2	13..3	25..3	37..4
2..3	14..2	26..3	38..6
3..2	15..1	27..2	39..5
4..3	16..2	28..2	40..1
5..3	17..3	29..1	41..1
6..2	18..3	30..1	42..3
7..2	19..1	31..2	43..2
8..1	20..2	32..1	44..1
9..3	21..3	33..1	45..2
10..1	22..2	34..1	46..1
11..2	23..1	35..2	47..3



OGLAN is a mythical town, of course, and, being run by a mythical local authority, it has a mythical branch of NALGO. There are hundreds of towns like it and hundreds of branches like the Oglan branch.

The branch had an overworked secretary, one thousand inactive members, an almost non-existent Benevolent and Orphan Fund committee—and a man called Logan.

On November 18, the branch executive committee met for its usual free tea, a quick run through the agenda, then out for a pint before going to the pictures. But Logan was there.

The secretary had hustled through a packet of Headquarters circulars. "Received," murmured the treasurer, gathering up his papers. "Half a minute," interrupted Logan.

"What about this letter from the Chairman of the National B. & O. Fund Committee? The Fund spent nearly £7,000 more than it collected last year. We've got to do something about that.

"Do you realise," he continued, "that last year's B. & O. Fund deficit could have been avoided if every member of NALGO had paid just 7½d. more over the year?"

Miss Lango stopped telling her neigh-

bour about her date the previous evening and blushed guiltily as Logan's sweeping gaze rested momentarily on her.

"And do you realise," he went on, "that if every branch raised an extra 7½d. for each of its members, there would be no deficit?"

Three members of the accountant's section made rapid calculations.

"That's right," they said with surprise.

Logan beamed on them. "So if Oglan branch is to play its part our target is 1,002 sevenpence half-pennies."

The accountants calculated furiously again and made it £31 6s. 3d.

"But supposing," said the luscious Miss Lango, blushing deeply, "supposing some other branches don't make their targets. I mean..."

"Exactly," said Logan, "so we'd better make our target £50."

A hubbub of noise awakened the chairman, "Eh—what's this?" he demanded, "do I understand you to say that the branch should endeavour to raise £50?"

Logan said that was the general idea.

"But how?" asked the chairman of the social activities committee, without removing his feet from the chair in front of him.

"That's where you come in," said Logan.

The convener's feet clattered to the floor as he jerked up straight. "Me? What can I do?"

"Ever thought of running a dance?" asked Logan innocently.

The idea was new to the chairman, but he thought it fitted in well with the title of his committee. He began to make plans, visualising a ballroom full of smartly dressed men and beautiful women... with himself as M.C.... he would make a speech too... by Jove, yes, he would run a dance!

"What about a raffle?" asked a very junior boy. "I know a bloke who could get me booze and fags—for prizes, I mean," he added quickly, as the chairman glowered at him over his glasses.

Miss Lango admitted a nodding acquaintance with a hen that laid fresh eggs, and another member offered two beautiful gilt-framed paintings his wife had been trying to get rid of for years.

"It's a raffle, not a jumble sale," snapped the lovely Lango a little coldly. But instantly she smiled with pleasure as

Logan complimented her on having contributed yet another fund-raising idea.

"We'll make it a B. & O. Fund Week," said Logan. "But first we must get a good write-up in the branch *News Bulletin*—and publish the December number on December 1, instead of January 10 or thereabouts."

The editor's cigarette dropped from his mouth and burned a hole in the "Midday Chronicle." But after Logan had promised to do the "write-up," he weakly agreed.

And so it went on. At 7.30 p.m., standing orders were suspended for the first time in living memory to allow the meeting to continue.

On December 1, every member found, to his amazement, a copy of the December *News Bulletin* on his desk. It contained a message from the national chairman of the fund; an article by Logan telling members what had been done for widows and families of former colleagues; two letters from grateful recipients; and a detailed programme of "B. & O. Week" activities.

Everybody said it was the best issue yet; it had come out bang on time; the editor "knew his stuff." This reversal of his readers' attitude so shook the editor that he began making plans immediately for the January number. He might even work in a cartoon or two... maybe a photograph... yes, sir, this one would be a wow!

Every day for the next fortnight, members appeared at their offices with peculiarly shaped parcels, which eventually found their way to a certain door marked "Jumble sale—we buy nothing—we sell anything." Tickets and money changed hands repeatedly and departmental collectors were seen in earnest conversation with their colleagues.

It is history now what happened that week in Oglan, and the full story, in words and pictures, was told in the January *News Bulletin*. The beautiful Miss Lango's jumble sale raised £22 13s. 1d.; the concert given by the transport department's choir brought in £8 3s. 4d. (not counting an Irish penny in the collection plate); a revival of the housing department concert party's "Laughter and Legs," which ran for two nights, swelled the total with £15 0s. 8d.; two departmental whist drives produced £11 14s. 6d.; and three departmental dances showed a profit of £13 13s. 10½d.

A deaf councillor, who thought the very young junior was selling raffle tickets to raise funds for the local branch of the Young Imperialists, gave £2 and did not take a ticket, and the raffle, which was drawn at the Grand Dance on the last night of "the week," raised £15 4s. The dance itself was a tremendous success—marred only by the chairman's speech—and nobody minded that the ice-cream was warm and the tea cold. The all-important thing was that the dance made the astounding profit of £38 15s. 6½d.

Continued at foot of next page

MY BOOKSHELF

by LAURENCE WELSH

PATIENTS in mental hospitals are forced to sleep on mattresses on the floor, and voluntary patients (who are most likely to benefit from treatment) are crowded out altogether. Such is the black side of hospital life today painted by J. F. MILNE, editor of *The Hospitals Year Book* (Institute of Hospital Administrators, 45s.), in his introduction to the 1952 edition. The better organisation of the service made possible by the National Health Service Act, combined with the skill and enthusiasm of the staff, have brought about many improvements which Mr. Milne describes effectively. This year book is still an indispensable reference work on almost all non-medical aspects of hospital affairs.

Junior encyclopædia

Those who write for the young need special gifts which are not necessarily enjoyed by experts in other fields. Many of the authors of the Oxford Junior Encyclopædia seem to confuse simplicity with superficiality: volume X, with the title *Law and Order* (Oxford University Press, 30s.), gives disproportionate space to warfare—because boys like soldiering?—and to governmental forms and procedures rather than to powers and achievements—because girls like pomp and ceremony?

Local government gets its share of space, but the splitting of the subject into sections arranged by the accident of their

A man called Logan—continued

With further sundry donations amounting to £15 13s. 1½d., Oglan's total reached the astronomical sum of £140 18s. 1½d. And that, curiously enough, the accountants calculated, was exactly 450 per cent of the official target.

But the story does not end there. As a further result of that great week, 239 members increased their monthly B. & O. Fund subscription from fourpence to sixpence, and 147 members began contributing for the first time. More than that, 55 non-members of the Association in various departments were so impressed by the enthusiasm of their NALGO colleagues that they applied for membership. The *News Bulletin* came out again on February 1, packed with information and reports of executive committee meetings. Seeing themselves named in print, committee members are vying with each other for "mentions," and there are many lively sessions.

And Logan? What became of Logan? Well, you can find that out for yourselves, for there is at least one Logan in every branch, and it could be you! Let me know when you find out.

initial letters gives the treatment a scrappy effect. The authors seem unsure whether to be descriptive or critical or both; they are usually content to state the facts and let them speak for themselves, but sometimes they offer familiar judgments. They make no reference to the decline in English local government, and the demand which is made for its reconstruction. The nationalised industries get only one article—the same length as that on the battle of Jutland!—with a few cross-references to another volume. It is disturbing to read, in the article on Whitley councils, that those in local government "are regional rather than national."

Ballyhoo

Advertising is a contagious disease: one tradesman begins and his rivals follow. Lord Leverhulme, realising what an expensive game it was, sought to economise on advertising by merging the soap firms into a giant monopoly; whereupon Lord Northcliffe, fearing a fall in his newspaper revenues, criticised his former customers and had to pay heavy libel damages as a result. Many such stories, grave and gay, are told in E. S. TURNER'S *The Shocking History of Advertising!* (Michael Joseph, 15s.), a study of advertising since the seventeenth century. Few social histories

are at once so informative and so entertaining. Nothing seems to be too silly or too worthless to be advertised, and presumably sold, from ball-bearing garters to chest wigs. Advertisers rely on the human desire to keep up with the Joneses; the American magazine *Ballyhoo* once printed the Advertisers' Ten Commandments, of which number three read, "Thou shalt covet thy neighbour's car and his radio and his silverware and his refrigerator and everything that is his."

Rugged Pioneer

Pioneer of two garden cities, expert in land values, editor, trade union secretary, war-time civil servant, local councillor, dramatic critic and producer: these are some of the activities which have filled the busy life of C. B. PURDOM and which give variety and zest to his *Life Over Again* (Dent, 18s.). It has been a life subjected to some cruel blows, marked by transitory but satisfying successes. It is a pity that, in telling the stories of the many people with whom he seems to have fallen out, he does not give their side of the picture.

Also received

Principles and Practice of Town and Country Planning. LEWIS KEEBLE. 47s. 6d.: *Development of Building Estates.* EDWIN ROBINSON and LEWIS KEEBLE. 52s. 6d. (Both published by The Estates Gazette, Ltd.)

Shops and Factories Acts for Local Authorities. ALAN L. STEVENSON. (Hadden Best. Second edition. 25s.)

B and O Fund Chairman calls for help from every member

NALGO'S Benevolent and Orphan Fund, which needs more than £55,000 a year to meet the growing calls of members and the widows and orphans of members in financial distress, must increase its income, which last year fell short of expenditure by nearly £7,000.

H. RUSSELL, its chairman, has written to every branch, appealing for more support. In particular, he calls for:

A drive to persuade every member of the Association to contribute to the fund.

Recognition of those who have given good service to the Association or the fund by making them life members, which the branch can do on payment of £3 3s.

The organisation of money-making activities.

"Next year," he writes, "is Coronation year. Let us celebrate it by bumper contributions to the fund."

At present, only four members in five contribute to the fund. If the remainder came in, income would increase by at least £7,750.

The fund has never yet refused a deserving call for its help. We must see that it never does.



Every year the Benevolent and Orphan Fund distributes more than 600 Christmas hampers to needy families: here are some of them awaiting despatch.

At Random

We invite readers to contribute to this page and shall pay 10s. 6d. for the first paragraph printed and 5s. for each other. Original stories, incidents, etc., of service interest preferred.

Doctor in the house

WANTED, for a family who have bad health, a sober, steady person in the capacity of doctor, surgeon, apothecary, and man-midwife: he must occasionally act in the capacity of butler, and dress hair and wigs: he will be required to read prayers occasionally, and a sermon every Sunday evening . . . He will be at liberty to turn a penny in any branch of his profession when not wanted in the family. —Advertisement in "Bath Chronicle," March 20, 1777.

Utopia—

After Blank R.D.C. had agreed that, if its officers worked until 5.45 instead of 5 p.m. every Monday, they might have every fourth Saturday off, a departmental head wrote to the clerk:

"A member of my staff points out that if we work until 5.45 p.m. four days a week the staff could have every Saturday off. Another member of the staff is trying to calculate how much overtime we should work to enable us not to come to the office at all."

Ghost writing

"I did not think Jeffery Farnol was a classic," said the library reader, seeing a Farnol book in the classics section. "I always thought that a novel only became a classic when it was written after the death of the author."

Whither domesticity?

A man who's tied to a woman's apron strings should at least be thankful that he's married to a woman who wears aprons.—"Southern Electricity."

Fashion notes

Girls who wear zips

Can't afford to make slips,

Matrons with stays

Are firm in their ways,

Girls who wear slacks

Should look at their backs,

Girls who like scanties

Won't make maiden auntsies,

And as for those who don't wear undies,

Sic transit, glorious Sundays!

F. Murray Milne in "London Opinion."

Crazy gang

A Government mobile cinema unit was sent to Raga, in the Southern Sudan, to put on the first film show there. The audience considered a Charlie Chaplin "silent" only mildly funny, but a film about local government in England had them howling with laughter.

—Associated Press message from Khartoum.

LOCAL GOVERNMENT SERVICE

Clerihews

In local government no-one considers conformity

An enormity;

Which is why a tendency to be heretical

Usually stops short at the theoretical.

University degrees

Open up careers in Education with ease;

Experience of teaching

Can be equally far-reaching.

It takes the rank-and-filer less time

To climb

Higher

In, for instance, a career devoted to Fire.

Though invariably polite

An official communication might

Be sinister

If it comes from the Minister.

—"Somerset Scribbles"

Fame

The Master of Ballantrae. By Robert Louis Stevenson. The original unabridged story of Errol Flynn's new film. —Foulsham's Autumn catalogue.

Happy thought department

Also provide yourself with a slide for the end of the show. A sunset scene will do for any sort of show; more humorous types may prefer a sketch of a man being hanged, or the rear view of an elephant. —"Amateur Photographer."

Tailpiece

. . . and who was the member who started off his small son's bedtime story with, "Once upon a time and a half . . . ?"

MEN IN THE PUBLIC EYE PREFER

BRYLCREEM

FOR CLEAN GROOMING

BECAUSE

the pure oils in BRYLCREEM are emulsified to prevent excessive oiliness

BECAUSE

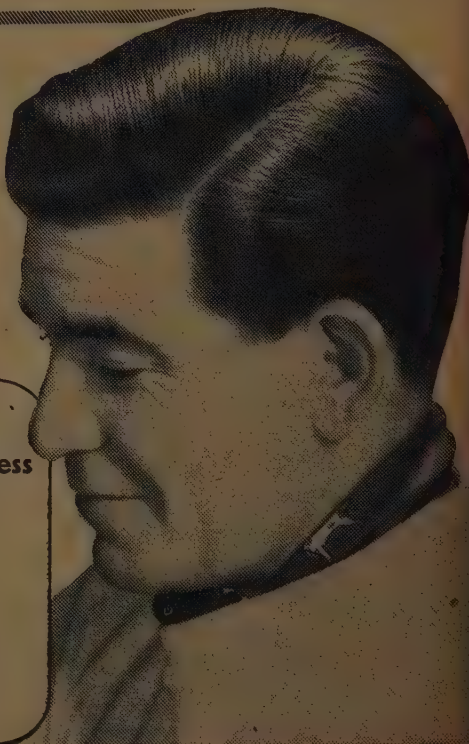
with massage, BRYLCREEM ensures a clean scalp, free from dandruff

BECAUSE

BRYLCREEM contains no gum, no soap, no spirit, no starch.



Brylcreem your hair. Brylcreem, the perfect hairdressing, comes in tubs 1/8, 2/6 and 4/6, or handy tubes 2/6.



"ABINGDON" WRITES HIS NALGO

D I A R Y

National Film Theatre offers . . .

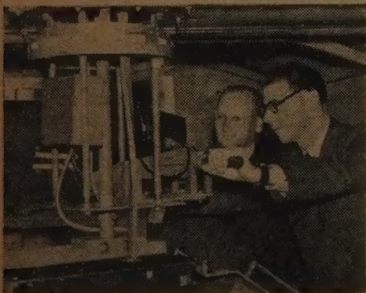
THE TELECINEMA, near London's Waterloo Station, which attracted a million and a half Festival visitors to its showings of stereoscopic and interest films last year, has re-opened as the National Film Theatre. Sponsored by the British Film Institute, it will show films not normally available. For example, from Sunday to Wednesday each week, under the title "World Cinema," will be presented films grouped round a special theme or style—the work of a famous director, of great stars, comedies, westerns, musicals, dramas. Thursdays are to be set aside for showings of outstanding new films to full members of the Institute. On Fridays the programmes will include film classics of many countries from the Library's vast collection. Saturdays will be devoted to experimental films—stereoscopic, amateur, cartoon and documentary.

. . . privileges to members

MOST PERFORMANCES will be confined to members and associate members of the Institute. Members of NALGO—which is a corporate member of the Institute—are eligible to apply for free associateship entitling them to privileged admission to all save the Thursday shows, and those on Saturday, when the cinema is open to the public.

Prices of seats range from 2s. to 4s., and associate members may book in advance by post. For half a crown a year, associates will be sent details of future programmes.

Members wishing to enrol as free associates must complete an application form and have it endorsed by their branch secretaries. Copies of these forms will be sent to branch secretaries on application to Headquarters.



Bernard Collins, Southend Airport manager, tests the radar approach aid which he will demonstrate in America.

Municipal dollar earners

NALGO members are normally back-room boys in the dollar-earning struggle. But I hear of one who is taking a place nearer the front. For the past three years, Southend corporation has been operating a new radar approach aid on its airfield, and its airport manager, BERNARD COLLINS, who co-operated with the makers, E. K. Cole, Ltd., in developing the aid, has been invited to demonstrate its capabilities to the United States Air Navigation Board. The council has granted him leave of absence and he is due to sail early next month. If the visit and demonstration are successful, it should bring many orders and dollars to the country.

Thousand pound show

THE NALGO PLAYERS' annual pantomime has become as much a part of Christmas as carols and crackers to the people of Hastings. This year they have another first-class show in store. "Jack and the Beanstalk" will be presented at the White Rock Pavilion from December

The unions' dilemma — a living wage, or rewards for skill?

SHOULD NALGO base its salary negotiations on the industrial model, of a minimum living wage for each category of employment, periodically adjusted to keep it in line with the cost of living, or should it base its claims on the skill of its members, in terms of training, qualifications, and responsibility? This was the question posed by PROFESSOR A. N. SHIMMIN, Pro-Vice Chancellor and head of the Department of Social Studies at Leeds University, when he addressed the third residential weekend school organised by the North-Eastern District Committee at Otterburn Hall, Northumberland, on October 24-26.

NALGO, he said, was inspired with the trade union urge to protect its members against the harshness of an individual contract. It had sought national agreements, to secure uniformity over as wide an area as possible. But uniformity tended to maintain only the purchasing power of the datum wage and stressed needs rather than skill and productivity.

A datum with a superstructure of "differentials" was a favourite device to overcome this disadvantage. But rigid grading schemes lacked flexibility, in promotion for example. As a professional body, therefore, NALGO was confronted

9 to 13, with matinees on Wednesday and Saturday. A cast of fifty, with lavish costumes and decor costing nearly £1,000, puts the show on a par with many London productions, and branches near enough to Hastings could not better it for a gay pre-Christmas outing.

Prices of seats are 2s., 3s., 4s., and 5s., with reductions for parties of 20 or more. This year, there is a special reason why members should support the show: the profits—which last year exceeded £200—will be given to the Benevolent and Orphan Fund.

Oldest Essex borough

ANTIQUARIANS will be indebted to F. H. LAWS, a member of the supplies department of Essex county council, for his booklet, "Maldon a thousand years ago." The oldest borough of Essex—it was a royal borough before the Norman conquest—Maldon is noted for its royal mint, from which the earliest known coin is of the reign of Athelstan—A.D. 924 to 939. The book tells the story of the borough from early Anglo-Saxon times, and describes the Battle of Maldon in 991. Copies, price 2s. 6d., may be had from Mr. Laws, at Fermain, Wycke Hill, Maldon, Essex.

Obituary

WE REGRET to record the death of WILLIAM J. CURLEY, president of the National Association of Registration Officers. He had been registrar for the western district of Salford since 1934.

with a difficult choice between the claims of its rank-and-file members for a living wage and those of its professional members for adequate reward for their qualifications and responsibilities.

More than 100 delegates from local government and nationalised services attended the school and heard, in addition, lectures from WATSON STROTHER, the Association's President, and J. B. MCCANN, one of the Metropolitan District members of the N.E.C.



The Association's President, Watson Strother, and Mrs. Strother, with students at the North-Eastern school.

Education notes

by K. S. CARTER

IN THEIR REPORT on last June's Clerical Division Examination, published last month, the examiners again emphasise the need for intelligent application of knowledge of the facts. "It is not sufficient," they write, "to learn by heart the blocks of notes supplied by tutors: notes must be digested by the students' own reading, by discussion where possible, by observation where appropriate, and by reflection. Failure to do this results in inability to select facts relevant to the questions and inability to comment significantly upon such facts."

This reiterates the warning given in previous examiners' reports and confirms the principle of study which we try to impress upon students of the NALGO Correspondence Institute.

On the Local and Central Government papers, the examiners said that the questions set were, on the whole, more factual than in former examinations, but this appeared to make little difference to the standard of some of the answers, the quality of which were sometimes "so poor that it was difficult to believe that the candidate had read any books, attended any classes, or had any experience of a local authority."

Examiners of the English paper report that "the English of all but the really weak candidates was, on the whole, accurate, and the vocabulary varied and apt," but the examiners in Central and Local Government commented that, whilst they were prepared to make allowances for the difficulties of foreign students writing in English, they did not see why the same privilege should be given to English students, who, they felt, could well pay much more attention to presenting answers in "a legible, coherent, unambiguous fashion."

A.E.C. representatives meet

Meeting in Chester on November 1, representatives of area education committees discussed the problems of arranging and co-ordinating weekend schools and of encouraging members to make fuller use of the education facilities provided by both NALGO and the employing authorities. Information was exchanged on latest developments in district activities, and the representatives promised to make the services of the N.C.I. more widely known in the branches.

Courses in administration

A course on contemporary problems in local government, to be held by the University of Nottingham from February 8 to 13, will cover useful ground for D.M.A. candidates. Lecturers will include IVOR L. GOWAN, lecturer in public administration at Nottingham.

MISS JOAN EYDEN, lecturer in social administration at Nottingham; W. THORNHILL, lecturer in public administration at Sheffield; F. A. WELLS, lecturer in industrial economics at Nottingham; and A. A. DENNIS, deputy city treasurer, Nottingham.

In addition to the formal lectures, there will be time for discussion.

The school will be held at the Lenton-hurst Residential College for Adult Education, which accommodates about thirty students. The fee for the week will be £7 7s., and a few non-resident students will be accepted at a tuition fee of £2 10s.

A similar course is to be held at Sheffield University in March, I hear; interested members should write for further details to MAURICE BRUCE, B.A., director of extramural studies, St. Johns, Crookes Valley Road, Sheffield 10.

Scholarships scheme, 1952

The National Executive Council has awarded 37 scholarships to candidates for the Final D.M.A. examination for the special residential course to be held in

ADMINISTRATIVE EXAMINATIONS, 1953

INTERMEDIATE AND FINAL

Intermediate and Final Examinations will be held during the week commencing 27th April, 1953.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than 1st February, 1953.

Copies of the Regulations and Syllabus may be obtained from the Secretary, price 9d. post free.

LOCAL GOVERNMENT EXAMINATIONS BOARD

37, Upper Grosvenor Street, London, W.1.

London from December 28 to January 5. Four of the scholarships were awarded to the most promising N.C.I. students for the examination. One of these, however, —KENNETH VALE—has secured an appointment with the municipality of Livingstone in Northern Rhodesia, and will already be in Africa when the course takes place.

Scottish notes

by J. B. ADAM

CONGRATULATIONS to JOHN L. ROBSON, district organisation officer, on his appointment as Secretary to the Joint Negotiating Committee for Chief Officers of Local Authorities (Scotland). This appointment is not only a well-deserved tribute to his ability and popularity, but also underlines the importance of the Association to all grades of the service.

Weekend school

No. 5 area co-ordinating committee (Edinburgh and surrounding counties) reports preliminary arrangements to hold a week-end school at Dunbar, East Lothian, from March 6 to 8, 1953. It is expected that the cost per student will be £2 15s. Inquiries should be sent to MISS M. A. MACKINNON, Town Clerk's Office, Musselburgh, Midlothian.

Play benefits B. & O. Fund

NALGO Players Club—a joint enterprise of Renfrew county and Paisley and district burghs branches—staged a successful version of Agatha Christie's thriller, "Murder at the Vicarage," which has resulted in a substantial sum being handed over to the B. and O. Fund.

New developments in P.R.

Scotland was represented at the public relations conference at Horsley Towers, Surrey, by T. F. RICHARDSON, Edinburgh, and the district public relations officer. They have now submitted full reports to the propaganda and public relations committee, and it is hoped this will lead to new developments in the Association's public relations work in Scotland.

New venue for women?

The success of the third annual women's conference, held recently in Glasgow, has prompted suggestions that this popular event might be transferred to some other venue, in the east or north-east, with a view to widening the appeal of this interesting gathering. This year it was attended by two hundred women members from as far north as Aberdeen and as far south as Kirkcudbright.

Progress at Paisley

Paisley and District Health Services Branch was able to report a total membership of 93 at its recent annual meeting—an encouraging figure for a comparatively new branch.

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The top men in innumerable concerns to-day were School of Accountancy-trained ten, twenty—even forty years ago. The bigger-salaried men of the future are now being trained by The School of Accountancy. Why step *aside* whilst other men step *ahead*?

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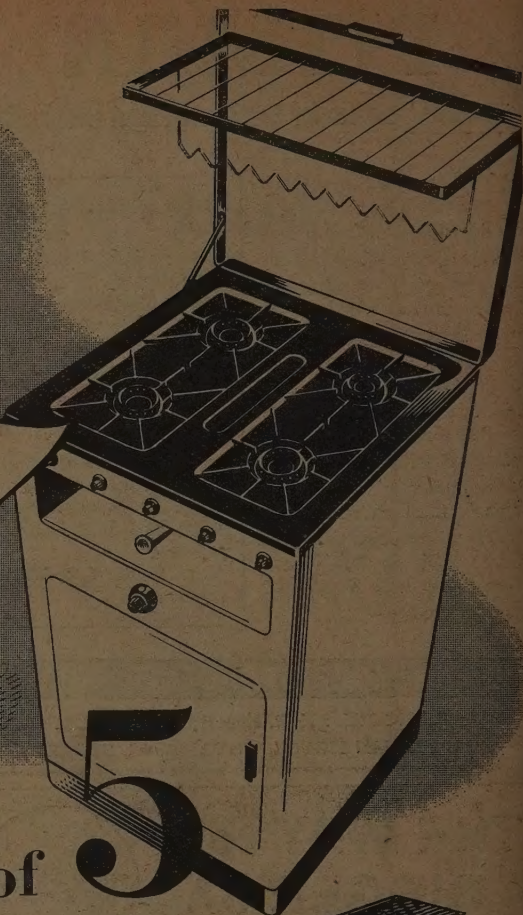
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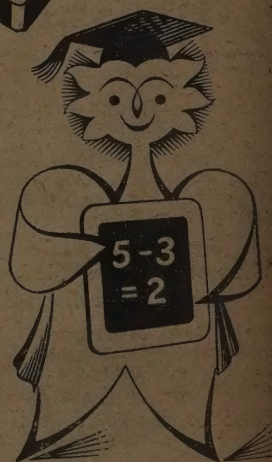
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